

**BPAP**  
**Friday, January 20, 2023**  
**11AM-12:30PM**  
**Zoom**

**Attendance:** Deneatrice, Christopher, Daniel, Linda, Liz, Melanie, Andrianina, Valdas, Donna, Scott, Dean

- I. Quorum: *Achieved*
- II. Minutes Approval: *Approved*
  - A. [12/16/2022](#)
- III. Public Comments: *None*
- IV. Announcements: **February 3rd meeting will be 11AM-12PM due to Inservice in the afternoon**
- V. Informational Items
  - A. [BP3052 Employee Student Relationships](#): Update on the definition of “Inappropriately fraternization” in review from legal counsel and FIRE (Foundation for Individual Rights and Expression); *tentatively to go to the Board for 1st reading in February*
    1. *Letter sent to the Board president and Pres/Superintendent in December 2022*
    2. *Out for information*
  - B. [AP3435 Discrimination and Harassment Complaints and Investigations](#): BPAP (reviewed in Spring 2022 and Legal counsel has reviewed this procedure; legal counsel has checked that the legal updates have been incorporated and clarified language in regards to cooperation in ongoing investigations. President approved; went to Board for information on 1/19/2023; on the Board Policies and Administrative Procedures website.
  - C. [AP4010 Academic Calendar](#): *this is to add Juneteenth to the list of the observed Holidays by the District*
    1. No concerns
- VI. Continue discussion for AP7127 [Restrictions Governing the Employment of Applicants with Criminal Records](#), [AP7217 Emeritus Status](#),
  - A. AP7127 send PDF for feedback
  - B. AP7217 Emeritus Status
    1. Who would be signing off on the certificate? Both signatures or just one (Board or Superintendent/President)
    2. Email access
      - a) Impression that the person still works at the college
      - b) Someway to distinguish emeritus vs employee
      - c) Communication on emeritus status and benefits
      - d) Nomination process for classified staff; faculty
    3. Retiree email use?
- VII. Following up on discussion: *(left off here on 12/16)*

- A. [BP7700 Whistleblower Protection / AP7700 Whistleblower Protection](#)
  - B. [Equal Employment Opportunity Commission - Retaliation Fact Sheet](#)
  - C. Retaliation occurs when an employer takes an adverse action against an employee for engaging in protected activity. ([US Dept. of Labor](#))
    - 1. An adverse action is an action which would dissuade a reasonable employee from raising a concern about a possible violation or engaging in other related protected activity. Retaliation can have a negative impact on overall employee morale.
    - 2. *Protecting the anonymity of the whistleblower themselves? Language on this*
      - a) *Depends on the identity/type of the whistleblower?*
      - b) *Explain to what extent it will be anonymous-provide some examples*
  - D. [BP7800 Incompatible Activities](#)
    - 1. *Question on who determines whether the employment outside of the District is in conflict/incompatible - there is a legal definition listed; evaluation would be completed by the supervisor and HR*
    - 2. *Some of the language should be included in an AP*
      - a) *Check to see if there is an AP; there is no draft in progress ([AP 2710](#) loosely related dealing specifically with Board members)*
      - b) *Is an AP needed?*
    - 3. *Is there a process to get a sign off?*
      - a) *Encouraged to discuss with your groups to determine if there is a need/desire before we spend time on drafting.*
- VIII. Coming attractions:
- A. [AP7336 Certification of Freedom from Tuberculosis](#)
  - B. [BP7350 Resignations or Retirements:](#)
  - C. [BP 7340 Leaves:](#)
  - D. [BP7341 Sabbatical Leaves / AP7341 Sabbatical Leaves:](#)
  - E. [AP7344 Notifying the District of Illness](#)
  - F. [BP7345 Catastrophic Leave Program](#)
  - G. [BP7380 Eligibility for Retiree Health Benefits / AP7380 Retiree Health Benefits](#)
  - H. Academic Senate to bring up Academic Freedom and Faculty Hiring (*ETA end of the Semester*)
- IX. **Next time:**
- A. Discuss feedback for AP7127; AP7217
  - B. Discuss Kindred's response for Emeritus Status
  - C. Continue with the BP7700

**Committee Chair** -Deneatrice Lewis\*

**Administrator Appointee** - Dean Nevins

**ALA** - Linda Esparza Dozer, Christopher Johnson, Michael Medel

**CSEA** - Liz Auchincloss, Elizabeth Taylor-Schott, Valdas Karalis

**Academic Senate** - Daniel Spitz, Camila Acosta, Melanie Eckford-Prosser

**ASG** - Andrianina Rajaosera

**FA**- Cornelia Alsheimer-Barthel\*, Donna Lewis \*

**Admin Support**- Diana Lopez\*

\*non voting members