



ACADEMIC • SENATE

Minutes

Thursday, March 21st, 2024

2:00 – 3:45 p.m.

Present: Manuel Mancillas-Gómez, Hanaa Alkassas, Jane Gazale, Rita Ghazala, Moriah Gonzalez-Meeks, Karla Gutierrez, Rachel Jacob-Almeida, Raad Jerjis, Jonathan Martin, Miriam Simpson, Jennifer Tomaschke, Asma Yassi, Carlos Ortiz

Absent: Karen Marrujo, Lindy Brazil, Dan Curtis, Sahar King (as proxy for Camille Jack), Rachelle Panganiban, Joan Rettinger

Other: Robert Anness

Recorder: Aiden Lovewell

The Senate minutes are recorded and published in summary form. Readers of these minutes must understand that recorded comments in these minutes do not represent the official position of the Academic Senate. The Academic Senate expresses its official positions only through votes noted under "Action." In accordance with the Ralph M. Brown Act guidelines, Senators voting "nay" or abstaining will be identified. All other present members will be assumed to have voted "aye."

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- I. Call to Order/Introductions:** Manuel Mancillas-Gómez, Academic Senate President, called the meeting to order at 2:10pm and the visitors then introduced themselves. Carlos Ortiz introduced himself as an English adjunct and the proxy for the part-time senator of instruction for the rest of the semester.

Vote to allow Raad and Karla to attend and vote via zoom. **Motion/Second:** Jonathan Martin/Moriah Gonzalez-Meeks. **Nays:** None. **Abstentions:** None. **Motion Passes.**

- II. Approval of Minutes: March 14th, 2024** – Senate reviewed the minutes from March 14th, 2024. Senate to approve minutes with minor changes. **Motion/Second:** Jonathan Martin/Hanaa Alkassas. **Nays:** None. **Abstentions:** None. **Motion Passes.**

III. Announcements –

- A. Call-out for David Lizarraga proxy as part-time senator of instruction:
Carlos Ortiz will be taking over for David for the rest of the semester. Two meeting in April and two meetings May for Carlos to attend.
- B. Nominations for SOC officers' election:
The Senate discussed the nominations for the SOC officers' election. We have the nominations for the SOC officers and the deadline is Friday April 19th at 5pm. All emails should be sent to Kim Dudzik the elections coordinator for this.

C. Nominations for Outstanding Faculty Awards:

The Senate discussed the Outstanding Faculty Awards. Announcements for nominations were sent out and the deadline for this is Monday April 22nd. You cannot self-nominate for these. Faculty will be receiving a free trip to the League of Innovation conference.

D. Other:

A new contract is being negotiated and there will be a Contract question and answer on Wednesday, April 10th in I-207 from 1pm-2pm in the student center at Cuyamaca College. Food and refreshments will be provided.

IV. Action –

A. April Curriculum Board Packet

Jane Gazale reviewed the document. At the last curriculum meeting, the rules were suspended to add Music Education Associate in Arts and vote it through to get it approved for the April curriculum board packet. This is half of the list as there is one more curriculum meeting before the packet is completed.

Vote to approve the April Curriculum Board Packet. **Motion/Second:** Jonathan Martin/Rachel Jacob-Almeida. **Nays:** None. **Abstentions:** None. **Motion Passes.**

B. DE Recertification

Manuel reviewed the conversation around the DE recertification from the last Academic Senate meeting. Robert Anness reviewed the document as well and reminded the AS committee that this would go through the union process next.

Vote to approve the DE Recertification. **Motion/Second:** Moriah Gonzalez-Meeks/Miriam Simpson. **Nays:** None. **Abstentions:** None. **Motion Passes.**

C. Revised DE Addendum

Senate reviewed. This doesn't go to the Board. Manuel reviewed the changes and updates for the DE form.

Vote to approve the DE Recertification. **Motion/Second:** Asma Yassi/Jennifer Tomaschke. **Nays:** None. **Abstentions:** None. **Motion Passes.**

D. Resolution on salary placement and Interim VC HR

The Senate reviewed the two resolutions discussed at the last Academic Senate meeting. Originally the resolutions were on salary placement issues stemming from recent issue regarding the two community workers, classified as professional experts, salary schedules. Manuel noted that under the education code, professional experts cannot do work as classified and that positions under this title are usually hired on a short-term basis with specific expertise that classified professionals cannot do and there are a total of 8 people under this professional expert's title at Cuyamaca College. These two positions will end on June 30th. The Chancellor had previously noted that this situation should never have happened and Manuel asked if we are going to rehire them as classified after the June 30th deadline with no response. HR is doing an audit to address all the individuals that fall in this category and reviewing their pay as well. These resolutions needed to be revised to reflect the updated information that has been received. Raquel read comments that give context to these resolutions from Karen Marrujo. The first resolution is now in support of the Together We Rise Center, with a focus on protecting the

Center. We will find alternate ways to support the 2 faculty members that are being directly affected by this issue. This situation is more concerning as we have asked for updated information on policies. Working on inviting faculty to sign a letter addressed to the Chancellor in support of Jocelyn and Natalia, the two workers affected. The link to the letter for signature is: shorturl.at/grW26. The no confidence resolution has been expanded to better explain the issues with the interim Vice Chancellor of Human Resources. The Academic Senate at Cuyamaca will partner with the Academic senate of Grossmont on this. These resolutions are being changed to be Information items instead of Action items to give all faculty time to review these documents. Miriam Simpson shared feedback from her department. MSE supports these 2 but are concerned about the vote of no confidence and are proposing that these 2 resolutions to be less intertwined as this could jeopardize the power of the resolution and we want to ensure we are legally in the clear with these. This item will be moved from an action item to an information item that will be brought back as a new action item for a vote at the next academic senate meeting.

Moriah Gonzalez-Meeks noted that the updated resolutions are good and agrees with voting on them at the next meeting to give senators time for review.

Manuel noted that we haven't had an EEO rep on any committees since last spring and we could be liable for not having an EEO rep. There is also no longer an EEO coordinators. EEO plan was sent in December and has been returned.

Raquel noted that there are concerns over how the situation with Jocelyn and Natalia is being handled legally.

Moriah proposed having a separate resolution for salary placement as this continues to be an issue with HR.

The senate then discussed the various issues around the salary placement and salary schedules and expressed concerns over how the district is evaluating the experience of individuals that are being hired to give them the lowest compensation possible.

V. Information (First readings and updates for future action) –

A. Resolution to support the Together We Rise Center:

The notes for this are included in the notes for the Action D item recorded above and the full document is posted on the Academic Senate website.

VI. President's Report –

A. Faculty Evaluation Workgroup:

Manuel discussed the Faculty Evaluation Workgroup. The workgroup met, Raquel Jacob-Almeida and Rita Ghazala attended as well individuals from Grossmont College. JT was asked if we could replace the AKHE rep as they are not responding and/or attending the meetings. Next meeting on the 22nd. Counselors have 5 questions on their student evaluations and LTE has 6, all others have 25 questions. This will take time to update the faculty evaluation forms. Students are not required to fill it out.

B. District participatory governance IEPI workshops:

The district received 200k to restructure the district governance councils. The district brought in a facilitator that is an individual that was in the chancellors hiring committee.

C. Establishing an Academic Senate Facilities Committee

Manuel is still advocating for this committee to be created. This would be a sub-committee of the Academic Senate. The facilities issues are significant and this committee will be important to stay on top of these kinds of issues.

VII. Vice President Report –

Raquel shared the VP report from Karen Marrujo. There has been 1 faculty appointment to hiring committee. Plenty of openings, need 2 for Interim Equity Dean Committee. 2 representatives outside of AHSS are being requested to increase diversity. The full report will be available on the Academic Senate website.

VIII. Part-Time Officer-at-Large Report –

None

IX. Committee Report –

None

X. Public Comments –

Manuel shared an update from the Presidents regarding the current student VA certification issues. There are only 15 students left that need to be certified. There are additional employees being certified but are waiting for final approval. The development of an Administrative Procedure is being worked on with a partnership with Grossmont College. There will be an update on this at the next meeting.

Adjourned at 3:46pm