



CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES SPECIAL MEETING

MINUTES
January 11, 2022

PLACE

Chabot-Las Positas Community College District, 7600 Dublin Blvd., Dublin, CA 94568. Due to the current pandemic, this meeting was held through the teleconferencing platform, Zoom.

CALL TO ORDER

Board President Sbranti called the special meeting to order at 5:35 p.m. Recording Secretary Kelly Costello called the roll.

1.2 PUBLIC COMMENTS

Mr. Miguel Colon discussed that the Faculty Senate of Chabot College held a special meeting to give classified professionals the opportunity to share grievances they had. A letter was produced, dated December 16, 2021, and addressed to Chancellor Gerhard and President Sperling, which stated, the senate has become aware of disconcerting information concerning the working conditions for classified professionals, student assistants, and administrators for spring 2022. The new policy appears to dictate return to full in person work without exception and that all capacity for remote work will be shut down. Supervisors and administrators at Chabot had designed a plan to combine in person, hybrid, and remote work options. The plan meets and exceeds the needs of the campus and offers employees flexibility and safety. The policy dictating the return to campus on January 3, 2022 was met with surprise. For spring 2022, faculty planned on 60% of classes being offered on campus, but demand for campus courses have not met expectations. The district allowed each college to meet the needs of their respective students. The faculty senate asks that Chabot College's Administrators plan and act in the best interests of its employees to ensure equitable labor practices across all employee groups.

Ms. Lynn Klein addressed the district policy related to tutoring for the spring semester. She understands the current requirement for tutors to return to campus, even though it is anticipated that most tutoring sessions will occur on Zoom. There are several tutors concerned when so many of our students, including our tutors, are choosing to continue the online learning modality. For a variety of reasons, our students need more help than ever. We have had to transition back to the online venue for a significant number of courses, with much of the shift in an asynchronous modality. Many students come needing help preparing for first level courses, especially in math and English. Tutoring is a huge part of their ability to get up to speed and achieve their academic goals as quickly as possible. With asynchronous instruction, the need for more outside help becomes even more crucial. Many of our tutors have stated that they will not be returning to campus in the spring and cannot tutor unless it can

be done remotely. There seems to be some inequity with tutors supporting online courses where the instructor and students can participate remotely, but the tutor is required to come to campus in order to provide remote support. We need flexibility for our student assistants, and we should be doing all we can to enable our tutors to continue providing crucial learning support to their peers.

Ms. Virginia Criswell read a communication to Chancellor Gerhard, President Sperling, and the SEIU President, dated December 17, 2021. Throughout the fall 201 semester, Chabot College leadership has targeted and planned a 65% return to in person classes and services for the spring 2022 semester. This planning has been interrupted by a districtwide mandate that all classified professionals, student assistants, and administrators return to 100% onsite work starting January 3, 2022. The Classified Senate supports continued use of hybrid work schedules based upon department needs and administrators be allowed to plan and act in the best interest of their department in determining in person and remote delivery of services. Several student assistants have shared that they will be unable to continue working this semester if they must work from campus. Approximately, 46% of our learning connection tutors who are interested in working, will not be coming back if they must return to campus and many other areas of campus face similarly high levels of attrition. It is asked that the district leadership and union leadership continue to meet in an effort to reach an agreement on a hybrid work model for classified professionals, student assistants, and administrators for spring 2022 to further ensure equitable labor practices across all employee groups.

1.4 CLOSED SESSION

Motion No. 1

Trustee Maduli made a motion, seconded by Trustee Gin, to adjourn to a Closed Session at 5:53 p.m., which ended at 6:43 p.m.

Motion carried unanimously, 6-0

Motion carried by the following roll call vote:

AYES:	Gin, Granger, Heredia, Maduli, Reynoso, Sbranti
NOES:	None
ABSENT:	None
ABSTENTIONS:	None

1.5 OPEN SESSION

The Board readjourned in Open Session at 6:46 p.m.

Prior to roll call, Board President Sbranti stated this Board of Trustees meeting is conducted pursuant to California Government Code section 54593, in that all Trustees are participating by remote video or teleconference and no physical location has been designated for this meeting.

Recording Secretary Kelly Costello called the roll.

ATTENDANCE

Members present: Trustee Dr. Hal G. Gin
Trustee Ms. Linda Granger
Trustee Ms. Maria Heredia
Trustee Mr. Edralin “Ed” Maduli
Trustee Dr. Luis Reynoso
Trustee Mr. Tim Sbranti
Student Trustee Ms. Vivanna Patino, Chabot College

Recording Secretary: Ms. Kelly Costello

Managers present: Mr. Ronald Gerhard, Chancellor
Dr. Susan Sperling, President, Chabot College
Dr. Dyrell Foster, President, Las Positas College
Mr. Sean Day, Chabot College
Dr. Theresa Fleischer Rowland, District
Dr. Matt Kritscher, Chabot College
Mr. Owen Letcher, District
Roam Romagnoli, Chabot College
Mr. Todd Steffan, Las Positas College
Ms. Debbie Trigg, Chabot College
Dr. Jeanne Wilson, Las Positas College
Ms. Yvonne Wu Craig, Chabot College

Others present: Mr. Miguel Colon, President, Chabot College Faculty Senate
Mr. Craig Kutil, Vice President, Las Positas College Academic Senate
Mr. Kyle Johnson, President, Las Positas College Student Government
Ms. Theresa Pedrosa, Chabot College
Ms. Rachel Ugale, Chapter President, SEIU
Mr. David Fouquet, President, Faculty Association
Ms. Shelly Lapkoff, Lapkoff and Gobalet Demographic Research, Inc.
Ms. Noell Adams, Chabot College
Ms. Nicole Albrecht, Chabot College
Mr. Wafa Ali, Chabot College
Mr. Miguel Alvarez, Las Positas College
Mr. James Ames, Chabot College
Mr. George Arab, Chabot College
Ms. Amy Attia
Ms. Elaine Baiardi, Chabot College
Ms. Melissa Bailey, Chabot College
Ms. Cristina Baron, Chabot College
Mr. Jim Baum, Chabot College
Mr. Roland Belcher, Chabot College
Mr. Jaswinder Bhangal, Chabot College
Mr. Thomas Blakely

Ms. Kim Bononcini, Chabot College
Ms. Linda Buelna, Chabot College
Ms. Lisa Carlsen, Chabot College
Ms. Jackie Carrillo
Mr. Rajeev Chopra, Las Positas College
Ms. Begona Cirera, Chabot College
Ms. Shawna Crawford, Chabot College
Ms. Virginia Criswell, Chabot College
Ms. Sienna Dalton, Chabot College
Mr. Billy Delos Santos Jr., Chabot College
Ms. Erika Dishman, Chabot College
Mr. Thomas Dowrie, Chabot College
Mr. Tim Druley, Las Positas College
Ms. Rochelle Duran, Chabot College
Ms. Farin Ealy, Chabot College
Ms. Homeira Elder, Chabot College
Ms. Katrin Field, Chabot College
Ms. Kay Fischer, Chabot College
Ms. Susan Fiscus, Chabot College
Ms. Sarah Flores, Chabot College
Ms. Safiyyah Forbes, Chabot College
Ms. Philomena Franco, Chabot College
Ms. Robin Galas, Chabot College
Ms. Megan Garcia, Las Positas College
Ms. Delia Go, Chabot College
Ms. Cathy Gould, District
Ms. Brooke Guardado-Rivas, District
Ms. Nisha Guha, Chabot College
Ms. Lynn Hansen, Chabot College
Ms. Christine Herrera, Chabot College
Ms. Yasmeen Ibrahim
Ms. Indra Joe, Chabot College
Mr. Charles Johnson, Chabot College
Ms. Anjana Joshi, Chabot College
Mr. Wing Kam, Chabot College
Ms. Anne Kennedy, Las Positas College
Ms. Lynn Klein, Chabot College
Mr. Kevin Kramer, Chabot College
Ms. Ann Kroll, District
Ms. Jean Lee, Chabot College
Ms. Terra Lee, Chabot College
Mr. Blake Lewis, Chabot College
Ms. Na Liu, Chabot College
Ms. Veronica Martinez, Chabot College
Ms. K. Metcalf, Chabot College
Ms. Patricia Molina, Chabot College

Ms. Cristina Moon, Chabot College
Ms. Sheri Moore, Las Positas College
Ms. Vanessa Morales, Chabot College
Ms. Caroline Morrison-Pegg, Chabot College
Ms. Yvette Nahinu, Las Positas College
Ms. Ariel Nelson, Chabot College
Ms. Amelia Ngai, Chabot College
Ms. Jean O'Neil-Opipari, Las Positas College
Ms. Rebecca Otto, Chabot College
Ms. Denise Patlan, Las Positas College
Ms. Abigail Patton, Chabot College
Ms. Kirti Reddy, Chabot College
Mr. Ken Rawdon, Chabot College
Ms. Amy Rel, Las Positas College
Ms. Ulyssa Rivas, Chabot College
Mr. David Rodriguez, Las Positas College
Ms. Maria Rodriguez-Larrain, Chabot College
Mr. Tyler Rivas
Ms. Aubrie Ross, Las Positas College
Ms. Cresali Roldan-Sun, Chabot College
Ms. Elsa Saenz, Chabot College
Mr. Craig Shira, Chabot College
Ms. Cynthia Soto, Chabot College
Ms. Kathleen Stanley, Chabot College
Ms. Connie Telles, Chabot College
Ms. Rachel Tupper-Eof, Chabot College
Ms. Victoria Ugaki, Chabot College
Ms. Sheila Warbasse, Chabot College
Ms. Tami Washington, Chabot College
Mr. Andy Wells, Chabot College
Ms. Chasity Whiteside, District
Ms. Candi Whitman
Ms. Lara Wiedemeier
Ms. Charlene Wieser, Chabot College
Mr. Dave Zieker

1.6 PLEDGE TO FLAG

Chancellor Gerhard led the pledge.

1.7 PUBLIC COMMENTS

Ms. Rachel Ugale showed support for other members of the campus community, especially those in the classified bargaining unit, who are sharing concerns through public comment. She shared that she attended the Alameda Labor Council last night and the concerns that her union sibling shared were common across our different unions and industries. The common thread is safety in our workplaces,

so that we can keep doing the jobs that we are hired to do. The biggest thing from the Labor Council is the need for PSL leave that expired at the end of September. The Labor Council is organizing around this issue, but the board was asked, as elected officials, to help get that emergency legislation passed to restore the leave. We are currently following current CDC and Cal OSHA guidance around what to do when positive cases or exposures are identified, but the labor council pushes back on this because of the way these new rules work. Following this guidance, potentially introduces positive cases into our work sites, not to mention the negative impact from this guidance is compounded when you've got people who are running out of sick leave. Locally, within the district's chapter, the last few weeks have been difficult regarding unit members who are currently suffering or exposed to COVID. The Board was asked to do everything that they can, within their ability to keep this district safe.

Mr. David Rodriguez spoke about the need for safety, stability, and support for classified professionals. Encouraged everyone who can to get vaccinated. The difficulty of getting appointments for tests or finding at home tests, has elevated stresses and anxieties. This has a real impact for the work environment. Planning in this environment has been challenging. During this time of uncertainty, we can provide stability through greater flexibility. Before the winter break, we were hoping for the best and the district opted not to pursue certain requests to maintain telecommuting options for our members. This resulted in limited options for the district and rushed communications. We can learn and make progress by providing ongoing telecommuting options from members, securing access for testing, and improving support for our colleagues, especially our essential workers. While we want to get back to normal, this is not yet normal. The pandemic has taught us that we can do things differently. We need to work together to address workplace needs. If we are to encourage more students to choose us for their academic needs and stay the course, we need to invest with demonstrable care for our classified colleagues.

Jean O'Neil-Opipari stated the Las Positas College classified professionals were surveyed of their concerns with the upcoming spring 2022. Many felt they did not have all the information. Testing and accessibility testing was very important to be able to do their jobs. The telecommuting option was important in cases where there is an exposure. A staggered work schedule was also important.

Ms. Ariel Nelson discussed the concern of returning solely back to campus. The biggest concern is health and keeping our family safe, which is why we have requested a hybrid schedule. We received an email only weeks before we went on break that stated were supposed to return to full time, when the conversations had been about returning by 65%. Suddenly, it was back to 100%. It feels that we continue to be overlooked. We have proven that we can work tele remote and provide the necessary services to our students. With new variants coming out, we must adjust to what is taking place now and be proactive rather than reactive. It feels that our recommendations are not being taken into consideration. The ask is to keep a hybrid schedule.

1.8 ANNOUNCEMENT OF REPORTABLE ACTIONS TAKEN IN CLOSED SESSION

No action was taken in Closed Session.

2.0 OTHER ACTION ITEMS

2.1 ADOPTION OF RESOLUTION NO. 06-2022 – TO IMPLEMENT TELECONFERENCE REQUIREMENTS DURING A PROCLAIMED STATE OF EMERGENCY

Chancellor Gerhard stated this resolution is being brought back for consideration. In accordance with the Governor's signing of assembly bill 361, if the Board desires to conduct board meetings in a remote fashion, the Board needs to adopt this resolution no less than every 30 days.

Motion No. 2

Trustee Maduli made a motion, seconded by Trustee Heredia, to approve agenda item 2.1.

Motion carried unanimously, 6-0

Motion carried by the following roll call vote:

AYES:	Gin, Granger, Heredia, Maduli, Reynoso, Sbranti
NOES:	None
ABSENT:	None
ABSTENTIONS:	None

3.0 ADJOURNMENT

Motion No. 3

Trustee Gin made a motion, seconded by Trustee Maduli, to adjourn the meeting at 6:57 p.m.

Motion carried unanimously, 6-0.

Motion carried by the following roll call vote:

AYES:	Gin, Granger, Heredia, Maduli, Reynoso, Sbranti
NOES:	None
ABSENT:	None
ABSTENTIONS:	None

4.0 NEXT MEETING OF THE BOARD OF TRUSTEES

The next meeting of the Board is a Regular Meeting, scheduled for January 18, 2022 at the District Office in Dublin, Ca.

Minutes prepared by:

Kelly Costello
Recording Secretary

Linda Granger
Secretary, Board of Trustees
Chabot-Las Positas Community College District