

SMC Academic Senate Personnel Policies Committee electronic meeting minutes
Tuesday, November 24, 2020
1:30 to 3:00pm

Present: Andrew Nestler (Chair), Natalie Arps-Bumbera, Chris Grant, Mitch Heskell, Steve Hunt
Absent: Sherri Lee-Lewis (Vice-Chair)

I. The meeting was called to order at 1:32pm.

II. Public comments: None

III. Announcements: None

IV. The minutes of the November 10 meeting were moved by Mitch, seconded by Chris, and approved unanimously.

V. AR 3211.5 (Faculty Responsibilities as Student Activity Advisers): This AR is scheduled to be renumbered as 7210.4 as part of the large-scale updating of the Board Policy Manual. Mitch spoke with Isaac Rodriguez and Benny Blaydes, and neither of them could think of an example of a student activity requiring an advisor that is not a student club advisor. The committee proposes retitling this AR so that it explicitly refers to club advisors. We learned that the ICC has no official policy regarding social media accounts of student clubs. The committee recommends removing the antiquated language regarding letters on stationery, and instead referring to communications in general in the second bullet point of club advisor responsibilities. We expect that after our revised version of the AR is approved, the ICC club advisor application form will be revised in order to be consistent with this modernized AR.

VI. AR 3225 (Release of Employees and Disciplinary Action): This AR is scheduled to be renumbered as 7360. The main change to this AR will be deleting the references to the Communist Party, as the League informs us that such language is unlikely to survive a constitutional challenge. The AR will still reference the section of the Government Code that has this language.

Legal counsel informed Sherri that the League's proposed language on notice and appeal is unnecessary, as this information is contained in the Ed Code, and some of the League's language and interpretation of Ed Code may be incorrect. The committee agrees that references to relevant sections of the Ed Code and the faculty collective bargaining agreement should be sufficient. The committee prefers the title, "Discipline and Dismissal, Regular and Contract Employees."

The committee prefers the word "discipline" to "penalization," despite the latter appearing in Ed Code. The committee wonders about examples of discipline, short of dismissal, that could result from the District invoking this AR.

VII. The meeting was adjourned at 2:40pm (moved by Chris, seconded by Mitch, and approved unanimously).