

# southwestern college

# SCEA

## education association

### SCEA Rep Council Minutes

Date Thursday, April 24, 2025

Time: 11:45-1:00

Zoom: <https://swccd-edu.zoom.us/j/82902856479>

Najah Abdelkader	Sylvia Garcia-Navarette	Katherine Ness Santana	Jenny Sabas	Candice Taffolla-Schreiber
Lisa Ballesteros	Veronica Guaracha	Jamie O'Conner- Florez	Marina Laneri Schroeder	Liliana Tolson
Darcie Bell	Pete Herrera	Maria Olivas	Mohamed Sharif-Idris	Cem Tont
Peter Bolland	Eleonora Innis	John Pickelle	Jacqueline Simon	Marie Vicario
Emily Lohorn Carpenter	Geoff Johnson	Justin Pinelle	Bruce Smith	Ryan Wash
Victor Chavez	Alana Lozada	Jessica Posey	Liza Smith	Ruff Yeager
Allen Chu	Eric Maag	Andrew Rempt	Michael Speyrer	
Russ Corpron	Michael Meehan	John Rieder	Gail Stockin	
Veronica Corral	Vahid Mohammadrezaei	Rosa Runcie	Kevin Sweeney	

**Guests:** Josue Arredondo, Antonion Barquilla Pandero, Erika Behrman, Bill Coe, Don Dumas, Margaret Drehabil, Meg Eckles-Estrela, Michelle Gealy, Alex Juden, Yvonne Lucas, Rachel Nead, Sandra Peppard, Natalie Petrasko, Annette Rempt, Alicia Rodriguez, Tracy Schaelen, Rob Shaffer, Rebekah Stassinopoulos, Laura Trueblood, Ken Yanow, Yolanda Yslas-Thompson.

No	Item:	Presenter:	Status:	Time:
1	<b>Approval of Agenda</b>	Taffolla-Schreiber	Action	1 min

The agenda was modified. The time from Item 4: Academic Senate President's Report was allocated to Item 5: Trustee Dumas Listening Sessions. The modified agenda was approved by consensus.

2	<b>Approval of Minutes (4-10-2025)</b>	Taffolla-Schreiber	Action	1 min
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The 4-10-2025 minutes were approved by consensus.

3	<b>SCEA President's Report</b>	Taffolla-Schreiber	Information	3 min
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**Item 1:** Currently the SCEA has 46 new members since the start of the 2024-2025 academic year. This has contributed to an increase in the overall percentage of members. Please remind part time faculty that they need to actively sign up to be part of the union. **Item 2:** Congratulations to Andrew Rempt and Karen Cliffe on their retirements. They were both also approved for VERCOS (the voluntary early retirement continuation of service program) that has been Board approved. **Item 3:** Jacquelyn Penhos, adjunct professor of Psychology and the Southern Women's Rights Director for the California College Association just had an article published in the CCA Advocate about reproductive rights and pregnancy leave, and it is highlighted on the SCEA instagram page at @swc\_scea

4	<b>Academic Senate President's Report</b>	Lesh	Information	3 min
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The time for this item has been allocated to the Item 5: Listening Session.

5	<b>Trustee Dumas Listening Session</b>	Taffolla-Schreiber	Discussion	15 min
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**Opening remarks:** Trustee Dumas thanked faculty for allowing him into the space and wants to communicate that he values the work you do. He said he is attending the meeting to show support and ask how he can be of service. **Question/Comment 1:** A participant asked Trustee Dumas to speak to the proposed demolition of the art building that current art faculty oppose. Concern was expressed about building maintenance for future buildings considering that the MSE building has had issues with maintenance and the pool is often closed, and both facilities were constructed not that long ago. **Response:** Trustee Dumas was not aware of the concerns about the Art building until

the Governing board meeting on 4-21-25 when he learned that it was such a historic and important place. Dumas will be speaking with President Sanchez about options and is open to hearing solutions for the possible preservation of the building, but is not sure of the implications regarding the Facilities Vision Plan. He also communicated that the pool is now fixed. **Question/Comment 2:** The current custodial effort is spread too thin to be able to fully clean the library as needed. The library is currently facing a rodent issue, and is asking for the air quality to be tested, and for a more concentrated effort to address the cleaning needs of the library. **Response:** Dumas stated that this is the first he is hearing of this issue and pointed out that it is unacceptable, and he is sorry that faculty, staff, and students are dealing with this. Going forward, he will address this with Dr. Sanchez to get this situation under control immediately. **Question/Comment 3:** Another faculty member has asked that the District consider the integration of old buildings with new, similar to how UCSD does, in order to preserve the importance of the architecture in the current Art Building. The faculty member also asks that the District commits to upkeep and maintenance of buildings. **Response:** Dumas agrees that building maintenance and upkeep must be a commitment. **Question/Comment 4:** Campus communications have been sent with limited transparency from upper leadership to faculty, staff, and students, which is causing stress and anxiety among colleagues and students (i.e., the sexual assault, the earthquake, and the shooting.) **Response:** The sexual assault was an active investigation between campus police and CVPD, and caused limitations to what could be shared. However, he noted he will speak to Dr. Sanchez about this issue. **Question/Comment 5:** First, a suggestion was made to encourage the other Governing Board members to attend an SCEA session so that they are informed about issues relevant to faculty in a timely manner. Second, based on comments shared at a Governing Board meeting in the Fall of 2023, it was suggested that the Governing Board members are not only informed of campus issues from the College President. Please start listening to multiple perspectives to have a more comprehensive perspective on issues such as building maintenance issues, and the gravity of the BOT issue. **Response:** Dumas remembers the board meeting in October of 2023, but there may be something lost in the communication. The Governing Board has regular opportunities to hear from one person—Dr. Sanchez—in scheduled meetings. However, he is not the only person the Board has the opportunity to hear from. Dumas will pass this message on to the other Board members to encourage the trustees to participate in more listening sessions moving forward. Dr. Sanchez is their point of contact for addressing the issues brought to the attention of the Governing board members. **Question/Comment 6:** Despite the MSE building being new, there are several issues that are a possible as a result of not having enough maintenance. For example, the safety showers and eyewash stations have not been tested in years. Another example is that faculty members (at least since 2023) have not received any training about what to do in the event of an active shooter. Also, the automatic locks in the MSE building do not function properly, and this was especially true during the recent active shooter alert. Doors that typically remain locked at all times, were automatically unlocked creating a threat to safety.

**The SCEA President asked trustee Dumas to listen to the questions and concerns being raised and respond at the end to allow everyone an opportunity to speak in the time remaining. A motion was made and accepted to extend time by 10 minutes.**

**Question/Comment 7:** In *The Voice of San Diego*, an article was published about working conditions centered on the BOT issue. While there has been a committee working on the issue, the District Leadership response downplaying this issue was alarming and disheartening. **Question/Comment 8:** First, the rodent issue in the library is worrisome, especially considering the recent deaths of Hackman and Arakawa and the link between rodents and Hantavirus. Second, the BOT situation has caused hundreds of emails with similar wording and requests that is wasting time and causing stress. **Question/Comment 9:** There has been a reorganization of WESA to support new coach manager positions for the athletics program. However, academic programs such as Debate (that has worked to triple its size since Covid and has been recognized nationally), *The Sun* (newspaper), theatre, and planetarium are not supported in the same way. The District needs to support academic programs such as these that positively change students' lives. **Question/Comment 10:** Please encourage 360 degree evaluations of District leaders so that they can receive constructive feedback on how to be better leaders to serve the campus community.

**Question/Comment 11:** Please encourage Governing Board members to respond to faculty emails that address campus concerns. A recommendation to investigate the methods used by Foothills De Anza College to eradicate BOTs was sent to Governing Board members, but only one response was received which was discouraging and made the concern seem downplayed. SWC is receiving funds for fake students and this can be seen as fraud. A problem cannot be solved that people deny exists.

**Final Response:** Thank you for letting me be here. I appreciate you voicing your concerns. We are doing great things at the College, and great things eclipse the bad things, however, we should always strive for improvement. I appreciate all the things you have brought to my attention. I will take your concerns to President Sanchez and to the other Governing Board members.

<b>6</b>	<b>Bargaining Update</b>	<b>Eckles</b>	<b>Information</b>	<b>15 min</b>
<p>The Bargaining team met with the District from 9-3 on Friday 4/11 and was able to reach Tentative Agreements (TAs) on Articles IV: Workload and VIII: Health and Welfare. In Article IV the District agreed to language that would include the faculty voice in the process of changing any assignment that has already been accepted by an instructional or non-instructional faculty member. Faculty ultimately do not get to decide if the modality of a course changes; however if changes are planned to the time and,/or modality faculty are entitled to a conversation with their Dean/Director. For instructional faculty, if a change is made to the modality of a course you are assigned to, faculty will be given a minimum of a two-week notice. For Article VIII, the Bargaining Team presented a proposal to the District, and while they did not reject the proposal, they did invoke Article 8.6 which requires that if any major changes are made to Health and Welfare, all bargaining units that could be affected by the changes must meet to discuss.</p>				
<b>7</b>	<b>Organizing Update</b>	<b>Lohorn Carpenter</b>	<b>Information</b>	<b>10 min</b>
<p><b>Item 1:</b> The CCA Spring conference takes place this weekend at the Irvine Marriott. A large delegate party of 15 members will be attending. If you are a delegate please be sure to share your contact info so we can coordinate at the event. <b>Item 2:</b> SCEA Stadium Bags are available for all members. <b>Item 3:</b> The year-end celebration will take place on Friday 5/23 from 5:00-8:00pm at Common Theory in Otay Ranch. This hosted food and drink event is possible thanks to a CCA Membership Engagement Grant awarded to the SCEA. <b>Item 4:</b> Please check out the SCEA instagram page @swc_scea for information about upcoming organizing efforts by local unions to stand in solidarity. <b>Item 5:</b> An upcoming organizing effort is happening on the May 17 Day of Action. On Saturday, May 17th, thousands of educators are coming together across the state to demand a better future for our students and communities. The goal is to fight back together against the onslaught of federal attacks on public education – including direct threats to school funding, school nutrition programs, and special education.</p>				
<b>8</b>	<b>Grievance Update</b>	<b>Shaffer</b>	<b>Information</b>	<b>10 min</b>
<p><b>Item 1:</b> Some people have been negatively impacted as a result of the Building move. If you are having issues, please reach out to Grievance Chair Rob Shaffer at (<a href="mailto:sshaffer@swccd.edu">sshaffer@swccd.edu</a>) <b>Item 2:</b> If you have a student who has confided that they are having suicidal, threatening, or violent ideations, please reach out to your Dean and the Grievance Team. The District is currently reinstating the Threat Assessment Team (consisting of the Title IX officer, Campus Police, Human Resources, and Student Services ) to help address these issues. <b>Item 3:</b> If you have scheduling or vesting issues, please reach out to the Grievance Team. <b>Item 4:</b> The CCAP assignments are typically assigned to adjuncts, however many people who have been sent have not received training and assistance with understanding who has jurisdiction, and who deals with student discipline. If you hear of anybody who has issues with these high school assignments, please have them reach out to the Grievance Team.</p>				
<b>9</b>	<b>Adjournment</b>			
<b>Next meeting: Thursday, May 8, 2025</b>				