

Consultation Task Force Summary

May 4, 2021

Attendees

- Daniel Acosta, Chief of Police
- Becky Bartindale, Coordinator of Communications and Public Affairs
- Joel Cadiz, Executive Director, Facilities and Operations
- Susan Cheu, Vice Chancellor, Business Services
- Karen Chow, De Anza College Academic Senate President
- Sara Cooper, Foothill College Biology instructor
- Isaac Escoto, District Academic Senate President
- Christina Espinosa-Pieb, De Anza College Vice President, Instruction
- Pam Grey, De Anza College Vice President, Administrative Services
- Kevin Harral, Administrative Management Association President
- Lloyd Holmes, De Anza College President
- Heidi King, De Anza College Classified Senate President
- Elaine Kuo, Teamsters President
- Gracian Lecue, California School Employees Association President
- Kristy Lisle, Foothill College Vice President, Instruction & Institutional Research
- Kathryn Maurer, Foothill College Academic Senate President
- Kevin Metcalf, Central Services Classified Senate President
- Rob Mieso, De Anza College Vice President, Student Services
- Judy Miner, Chancellor
- Cathleen Monsell, Association of Classified Employees Chair of Negotiations
- Joe Moreau, Vice Chancellor, Technology
- Leif Nelson, Police Officers Association President
- Thuy Nguyen, Foothill College President
- Paula Norsell, Assistant to the Chancellor
- Dorene Novotny, Vice Chancellor, Human Resources & Equal Opportunity
- Katelyn Pan, De Anza Student Government President
- Simon Pennington, Foothill College Associate Vice President, College & Community Relations, Marketing and Communications
- Kathy Perino, Faculty Association Chief Negotiator
- Raine Phan, Confidential Employees President
- Tim Shively, Faculty Association President
- Vanessa Smith, Foothill College Marketing & Public Relations Supervisor
- Marisa Spatafore, De Anza College Associate Vice President, Communications & External Relations
- Bret Watson, Foothill College Vice President, Finance and Administrative Services
- Myisha Washington, Interim Vice Chancellor, Human Resources & Equal Opportunity
- Chris White, Association of Classified Employees President

DISCUSSION QUESTIONS: whether to require vaccinations for employees and students, any

concerns that might be subject to collective bargaining, and how to determine what students want in the fall.

VACCINATIONS

Dr. Sara Cooper answered a wide range of questions regarding vaccines to inform the discussion that followed.

Representatives of faculty and staff bargaining units that had recently surveyed members about requiring vaccination for return to campus reported that a large majority who'd responded favored requiring vaccination for both employees and students, although the percentage was slightly lower for requiring vaccination for students.

After a discussion about the effectiveness and safety of vaccines, 81% of participants polled in the meeting said the district should require vaccinations for employees who work on campus and 78% said they should be required for students who study on campus, allowing for medical and religious exemptions. 70% said the district should require proof of vaccination. Those who expressed reservations about requiring vaccination cited concerns about disparate impact on communities of color and students for whom accessing vaccines may be difficult.

In the meantime, there was strong sentiment that the district should more actively encourage employees and students to get vaccinated voluntarily. One suggestion was opening a vaccination site on one or both campuses. Despite repeated offers by the district from December of 2020 through February of 2021, our campuses weren't found to have large enough spaces for mass vaccination sites, but they may be acceptable now that smaller sites are being supported. Foothill is currently exploring a partnership with Walgreens.

COMMUNICATION and ENFORCEMENT

Task force members asked for more communication about what is being done to optimize campus safety. While it appears that much work is under way to prepare for a safe return, they said that information should be shared about the safety protocols that have been established. Some staff members have expressed concern about possibly being asked to enforce safety protocols; at the same time, they did not think that would be an appropriate role for campus police. Clear and consistent policies and procedures will be needed. There were also questions about how to deal with people who come to campus who are not students.

PLANNING FOR FALL

To assist in planning, task force members supported the idea of surveying students and employees about their feelings, desires, and needs related to returning to campus this fall. Getting a definitive answer of what to expect by surveying students can be tricky, though, because whether students want to return may depend on how many classes and support services are offered.