

AHE SENATE MEETING MINUTES

December 9, 2025

In-Person and Online Via Zoom



Attendance:

In Person

Bagwell, Geoffrey
Bankston, Zach
Bem, Greg
Buckley, Michael
Campbell, Holly
Carlson, Bobbi
Cartwright, Ben
Cary, Chris
Clark, Sam
Coffey, Jeff
Condon, Jill
Daily, Bev
Dalsanders, Christie
DeBolt, Katella
Dubois, Rick
Eggerman, Jason
Flock, Barb
Franklin, Jackie
Kier, Laura
Lopez-Schindler, Lenora
Martin, Melinda
Moorhead, Ronda
Morrow, Corrine

Newcomer, Tybre
Pearson, Michelle
Rambo, Bill
Roe, Timothy
Satake, Katie
Satake, Scott
Shelton, Shawna
Stack, Brian
Tevis, Samuel
Thompson, Norm
Throop, Judith
Trujillo, Cindy
Vogel, Rob
Williams, Lisa
Zirotti, Laurent

Online

Amstadter, Logan
Anselmo, Paula
Bishop, Adriana
Butler, Susan
Christman, Zachary
Cosner, Rebecca
Elgee Sanders, Kari

Fick, Karen
Green, Sabina
Guthrie-Martinez, Megan
Henry, Chad
Johnston, Landon
Kuhle, Teya
McCoy, Jennifer
Megow, Lyn
MitmaMomono, Christina
Moore, Michele
Morgan, Heather
Nemri, Kamilia
Nemri-Webber, Rabab
Rasmussen, Angela
Roewe, Liz
Schone, Micaela
Smith, Angela
Steele, KayDee
Street, Rick
Ugaldea, Ben
Wanke, Colette
Weaver-Forsman, Britni
Wizner, Angela
Wolfsen, Amy

Call to Order: The meeting was called to order at 2:45 p.m. by Jason Eggerman.

Minutes and Finance

Approval of Minutes

Holly Campbell motioned to approve the November minutes; Bobbi Carlson seconded. The motion passed.

Treasurer's Report

	Income	Expenses	Total Assets End of Month
November	\$4,828.14	\$1,459.77	\$235,663.99

Bill Rambo motioned to approve the treasurer's report; Melinda Martin seconded. The motion passed.

Old Business

Dues

Geoffrey reminded the Senate about the breakdown of the dues information that is now available on the website. He also showed the table that had previously been sent out to senators to share with members, showing how much additional local income would be generated with various dues increases. Jason asked the Senate if there were any additional questions or if any Senators had a proposal and wanted to make a motion. Bill Rambo made a motion to increase local dues for full-time faculty starting the 2026-2027 year by \$2 per paycheck. Jeff Coffey seconded. Jason reminded the Senate that dues are only taken out during the regular academic year (19 pay periods) and not during the summer months. This means those full-time faculty who are on 24 pay periods do not have dues taken out July 10, July 25, August 10, August 25, or September 10.

Several senators shared that their group had also been supportive of a \$2 local dues increase. Discussions centered on how members recognize the value of the work done by AHE. Some senators noted they would like information shared in the future on how the extra funding supported additional member involvement. Other discussions centered on wanting more information on how WEA and NEA dues are used; Jackie will provide information on those. Bev reminded the Senate that local dues have not been increased at all for the last 8 or 9 years, but we have seen COLAs each year. She encouraged the Senate to look at all the COLAs and salary increases we have gained over the last 10 years. After discussions, Jason reminded the Senate of Bill's motion, which had already been seconded, and that it was on the floor for a vote. Jason reiterated that if the current motion were to be defeated, that would not prevent anyone from making another motion for a local dues increase at a future meeting. A vote was taken by the senators, and the motion passed.

WEA-RA Delegate Elections

Barb Flock announced that the Elections Commission had received the following nominees, in alphabetical order by last name, for WEA-RA delegates:

Greg Bem	SCC	Library
Carlos Garcia	SCC	Counselor
Devika Gates	SFCC	Chemistry
Thomas Nelson	SFCC	Computer Science
Shawna Shelton	SFCC	Counselor
Rob Vogel	SCC	CMST
John Yoon	SCC	Counselor

The Elections Committee called three times from the floor of the Senate for additional nominations. There were none. Scott Satake made a motion to close nominations. Laura Kier seconded the motion. The motion passed.

Those nominees who were present were given the chance to briefly address the Senate regarding their interest in being a delegate. They have also submitted candidate statements that will be posted on our website.

Jason explained that we need to elect five delegates and two alternates. Since we have seven nominees, Rob Deyo will send out a SurveyMonkey link to a ballot. There will be an "AHE Elections" page on the website with candidate statements, and the ballot will contain a link to the AHE Elections page. On the ballot, members will be asked to select five delegates. The ballot will remain open until the close of business on Monday, December 15. The top five vote-getters will be our delegates, and the bottom two vote-getters will be alternates. Please keep in mind while you are voting that while there is no requirement to vote for candidates from each college, we would be best served if we have delegates from both SCC and SFCC.

New Business

HSI (Health and Safety Institute) Safety Training Surveys

Jason explained that the District is working to establish a process to ensure there is documentation that faculty have been offered appropriate safety training. This conversation has been in conjunction with Nicole Hannah's office, Human Resources, and the VPI/VPL. What the process currently looks like is that staff from Nicole Hannah's office do an assessment of possible safety threats in a given building. For example, an assessment of the Art Building at SFCC produced a list of things such as using a ladder, using various chemicals, using a kiln, etc. After identifying the possible safety issues, faculty will be asked to complete a survey to identify which safety concerns relate to their work. For example, when the survey asks about the kiln, faculty in the Art Building who never use the kiln would check "no," while faculty who do use the kiln would check "yes." The idea is that this will result in a tailored list of safety trainings for each faculty member. These would be assigned, completed, and tracked in the HSI platform. Some trainings would be assigned only once upon initial hire, while others would be recurring annual trainings. Please note that for faculty who teach only in traditional classroom environments, much of this will not apply or will only result in perhaps one very general training about office safety. This is primarily related to faculty who work in shops, labs, or other spaces where there are safety concerns.

So far, the only buildings that have had the preliminary assessment from Nicole Hannah's office are the Art Building at SFCC, Buildings 19 (Heavy Equipment & Fire Science) and 28 (Tech Ed Building) at SCC. Faculty in those buildings may have received surveys and may have heard from their deans about this process.

AHE's primary concern with this is compensation. Assigning additional training is a change to our workload. This is especially true for some faculty when the initial surveys produced a list of 7 to 9 hours of training that would be needed for all the various safety concerns. There was a request to bargain compensation on this issue during the spring and summer, but we felt more time was needed because, at the time, only one building had been assessed (SFCC's Art Building). We have also stated that we are not in support of the idea that faculty can just fit these trainings in during their 35-hour weeks over the course of the year as part of their job. Most faculty in the affected programs already carry heavy student-contact hours and often find it hard to carve out time in their day for the things they are already being asked to do such as committees, assessment work, program review, and other types of meetings. Once Nicole Hannah's office has finished gathering more surveys from faculty, we will have an idea of what kind of workload impact this might have and will be better able to discuss compensation. We are also mindful of the fact that adjuncts will also be subject to these trainings, so there also needs to be a compensation discussion for adjuncts. There will also need to be conversations about other forms of training that may count in place of the HSA trainings. The example was given that if a faculty member is already certified to operate a forklift, they should not need to also do the HSI forklift training.

At this time, no faculty have been assigned any required safety trainings, and faculty are encouraged to provide updates on anything they might be hearing to Jason or the VPs on this topic as it continues to unfold.

DAS (Disability Access Services)

Jason mentioned that Disability Access Services (DAS) has been one of the most frequent topics of discussion with members this Fall. Knowing there had been discussions last year, Jason met with both Jason Stariwat and Kathy Shearer over the Summer. There are several updates to share with the Senate at this time, but please know that this is an ongoing topic.

DAS accommodations involve an intake process with the student and DAS office. This involves providing documentation. DAS has stated that only on rare occasions do they grant preliminary accommodations while documentation is still being gathered. Once accommodations are determined, students are asked to select which accommodations they would like applied to each class. This is one area of concern that has been raised by faculty, because students will often choose "Select All" for each class. This results in accommodation letters going out to faculty with things that may not make sense for the class. DAS has said they do coach students to

be mindful of which accommodations to select for each class, but students and the DAS office often don't know what each class will entail, so hitting "Select All" is the easy route. For example, a student taking an English class might have an accommodation for extended time on exams. Many English classes primarily rely on written work such as papers, but some English classes might have exams. Just to be safe, the student might select all for their English class, which means the extended time accommodation would appear on the letter sent to the English instructor. The current system does not allow for the "Select All" feature to be removed, but AHE has asked DAS to see if they can put in a request to have that option removed so that students will need to check individual accommodations they wish to use for each class.

In speaking with DAS, they acknowledge that it can be frustrating or confusing to get a long list of accommodations. However, they have stated that when faculty receive the accommodation letter, it is perfectly reasonable to focus only on the accommodations that apply to their class. For example, if the class is an asynchronous online class, faculty do not need to worry about an accommodation such as needing an ergonomic chair or priority seating in the front of the class. Those clearly do not apply to a fully online class and should just be ignored. Similarly, if a class doesn't have exams or quizzes, then any accommodations related to testing can reasonably be ignored. Ideally, after reviewing the letter, faculty send a message to the student acknowledging that they received it and verifying which accommodations apply to the class. Engaging the student helps the process go smoothly. It is important to remember that engaging with the student is not the same as negotiating. Negotiating might mean something such as telling a student with 2X time on exams that you are only willing to give them 1.5X time on exams. Faculty are not to negotiate, but that does not mean they are not allowed to discuss the logistics of an accommodation in order to implement it successfully. DAS has shared their desire to help with those conversations and would like for faculty to reach out to them. Jason and Bev both reminded faculty of the importance of documentation in this process. If faculty deem that an accommodation does not apply to their class, it is best to get the student to confirm in writing that they agree and also to copy DAS on that communication with the student when possible.

An additional concern related to accommodations is that some of the accommodations are too vague. The main areas of concern that have been discussed are flexible attendance and flexible due dates. DAS is aware of these concerns, and they are currently working to provide more precise and clear definitions for those accommodations. They are also working to shorten some of the accommodation letters. In the past, some faculty requested more background information or context on accommodations. This led to the creation of much longer letters. DAS is likely going to remove much of that information and provide it on an "as requested" basis instead of including it in all letters.

Members asked questions about situations where assignments are available for long periods of time and if the student would still be allowed an extension. Jason stated that he has asked DAS about this, and the response has been that extensions are still part of their accommodation.

At SCC, leadership has asked a handful of faculty to begin working with the DAS office in January or February. This is not a committee, but a workgroup that will be tasked with strengthening collaboration between faculty and DAS. One goal is to enhance communication. Faculty have expressed concern about some of the communications from DAS implying that they don't care about student success or are not supportive enough of DAS students. While that may not be the intention of the messaging, multiple faculty have expressed such concerns, and the administration has a desire to help DAS ensure their communications work more effectively.

AHE has also requested that a DAS Advisory Board/Council be added to the list of District committees for next Fall. The Chancellor has been supportive of this, and we would expect to likely see this on the list when committees are solicited in the Spring. The idea is to have a sounding board that can work with DAS to help them understand faculty issues, similar to the eLearning Advisory Board. AHE has also requested that the Chancellor and College Presidents identify a third party who is a legal expert in disability accommodation law. Faculty have

expressed concerns that they would like to hear from an independent third party rather than hearing the legal interpretations from DAS staff. AHE has advocated for this in the past year, and we will continue to do so.

Some questions that members asked were whether or not DAS offices at the two campuses follow the same procedures, and if not, what specifically are the differences? Another wanted to know, after the DAS letter is sent out, whether it is the faculty's responsibility to first contact the student, or if it is the student's responsibility to first contact the faculty? Jason will send these questions to DAS.

Another member asked about workload and at what point AHE gets involved with that question. Jason pointed out that accommodating students with disabilities is the law, and we won't ever be able to simply say it's too much work to do so. However, we can press the colleges to provide more support for faculty in this work (i.e. resources, time, etc.), and we can engage in conversations about how to make DAS processes and procedures less impactful on faculty workload.

President's and Vice Presidents' Reports

AHE President Jason Eggerman:

Jason expressed that it has been a busy first quarter adjusting to the role as your AHE President, and he is very grateful for the words of encouragement and support he has received this quarter. Please feel free to connect with him anytime with questions, concerns, or suggestions. A huge shoutout to Bev Daily for answering Jason's many phone calls and for being available to help as a mentor and sounding board.

Budget committees at each college and the District BPAC group have been briefed about the upcoming changes in the state allocation model. There will be more conversations to come on how to approach the reductions we are facing as a District.

In January, there will be a solicitation for a District task force that will be charged with examining our governance structure as part of an effort to identify duplications and create efficiencies. The solicitation will come from Jason, so keep an eye out for that in early January if you are interested in this work.

Please remember you are always welcome to CC your AHE President on any email you send to a dean or vice president if you want him to be aware of the question being asked.

SCC VP Tim Roe:

We have three new deans starting in January. Dr. Louis Kaplan is the new Nursing dean and starts January 2. Miranda (Randi) Ashworth will be the new dean for Communications, Humanities and Social Sciences and starts January 16. Paul Peeders will be the new dean for Science, Math, and PE and also starts January 16.

Dr. Arielle Horan, Executive Director of Student Life, will be taking over student conduct issues and overseeing student clubs in January.

Thank you to those who have met with me and invited me to your departments or had conversations with me. It is really helpful for understanding your programs, especially when working with administration on your behalf. I appreciate those opportunities, and please continue to do so and reach out anytime.

Enjoy the break and holidays - I look forward to seeing and working with all of you once again in January.

SCC Extension VP Rob Deyo:

Solicitations have been put out by AHE and names forwarded to Vice President Jacot for consideration for the Dean of Rural Education Screening Committee. The committee will be finalized before the holiday break so that work can begin in January.

Rob would like to recognize Heather Edwards, long-time ABE faculty, who is retiring at the end of the quarter, for her dedication to the classroom and her students.

Have a great break. Please get some rest and enjoy time with loved ones.

SFCC VP Jackie Franklin:

The VPL sent an email this morning stating no news on the 19 position requests until after the first of the year. The Addiction Studies replacement (1) and Physical Therapist Assistant replacements (2) will move forward.

Book orders: Had a meet and greet at SFCC today. I'm hearing issues are about 50/50, and Monique Stamschorr has been extremely helpful. Please check your book orders.

Adjunct Representative Lena Lopez Schindler:

Look for an email with the adjunct faculty newsletter. If you are a new faculty member inputting grades, reach out for help from other faculty or Lena. If you are teaching winter quarter, and you taught more than a 40% load during fall, please make sure you have completed your OTHRS training. AFT Washington and WEA will be hosting two Unemployment Workshops in December. Check the adjunct faculty newsletter for specific information or contact Lena.

Good of the order:

Rob Vogel made a motion to adjourn. Katella DeBolt seconded. The meeting adjourned at 4:25 p.m.