

**ALL FACULTY ASSOCIATION  
EXECUTIVE COUNCIL  
MEETING MINUTES**

September 27, 2006

*(Approved by Executive Council on October 11, 2006)*

Executive Council members present (noted by \*):

*Janet McCulloch, presiding	*Paula Burks	*Johanna James	*Andrea Proehl
*Alix Alixopulos	*John Daly	*Michael Kaufmann	*Greg Sheldon
Michael Aparicio	*Cheryl Dunn	*Reneé Lo Pilato	*Linda Weiss
*Lara Branen-Ahumada	Peggy Goebel	*Michael Ludder	Lynda Williams

Also present: Steve Benjamin, Nick Caston, Mike Smith (Board candidates); Ted Crowell, Deborah Sweitzer, Judith Bernstein and Candy Shell.

The meeting was called to order at 3:15 p.m.

**MEMBER CONCERNS**

1. Flex Proposals. Michael Ludder reported that all of the flex proposals he has submitted have been rejected by his dean. Janet McCulloch mentioned that the problem with many proposals is that they do not clearly describe how the activity ties in with and affects one's instructional or allied assignment. In this particular case, however, it was suggested that the dean might be interpreting the flex guidelines too narrowly. Janet McCulloch will follow up with the dean.
2. Signature Gathering for Community College Initiative. Greg Sheldon drew the Council's attention to the kick-off of the signature drive for the Community College Initiative, noting that one million signatures are needed by January 22, 2007 to qualify the initiative for placement on the June 2008 ballot. Earlier today Greg sent out an e-mail to all SRJC staff and faculty, including a link to the initiative and some quick facts about it.

**MINUTES**

1. August 30, 2006 Executive Council Meeting Minutes: There were no corrections or additions to the minutes, which were unanimously accepted as written.
2. September 13, 2006 Executive Council Meeting Minutes: There were no corrections or additions to the minutes, which were unanimously accepted as written.

**PRESENTATIONS**

1. Mike Smith: Candidate for the Sonoma Valley Seat on the SRJC Board of Trustees in the November 2006 election. Mr. Smith has served on the Board for the past 8 years. His responses to the six questions posed to him by the Council included the following: 1) he believes that affordable health care (e.g., SB 840 — a single-payer plan) would reduce the District's costs and would be a long-term solution to many issues facing the College; 2) he has a hard time accepting that people should share in the cost of health care and believes that the College should maintain their health benefits programs the way they currently operate; 3) part-time faculty should have health benefits; 4) the cost of living and the housing situation are not helping to attract new quality faculty — if you treat people well and pay them well, they work better; 5) the reserves are not sacred and should not be treated as one's private

bank account; 6) interest-based bargaining is only as good as the commitment by both parties in a “deep way” to honest, ongoing discussion — he is not aware of AFA’s perspective on how the process is going; 7) AFA should figure out a way to more systematically and frequently address the Board and communicate its concerns — he would support AFA making a presentation like the Senate and Associated Students do; and 8) he supports the idea of setting aside restricted reserves to fund health care increases. Mr. Smith distributed flyers re: the showing of a movie about SB 840 on campus.

2. Steve Benjamin: Candidate for the Analy Seat on the SRJC Board of Trustees in the November 2006 election. Mr. Benjamin said that he has lived in West County since 1996 and this is his second time running for a seat on the SRJC Board. His responses to the six questions posed to him by the Council included the following: 1) the health care system has to change, anything else is a band aid, and the best thing that people can do is to advocate for change and put pressure on legislators; 2) he fully supports SB 840 and would like to see it implemented nation-wide; 3) having been a union member for 24 years, he would never advocate that employees carry the burden of health care premiums and he supports health benefits for adjunct faculty; 4) with regards to negotiations, full disclosure, if not mutually respected, could be detrimental to the process; 5) budget reserves of 5% are acceptable, which says that SRJC has 3% flexibility — if the State says 5%, that should be the bottom, and anything above that should be used if necessary; 6) the District needs to put as much funding as possible into the classroom, as long as there’s no duplicating and repeating; 7) it’s better to address the prospective shortage of people and deficit in skills and training now, rather than wait until baby boomers retire; 8) having good competitive benefits and wages is critical to attracting faculty, and everyone should get involved in advocating for affordable housing; 9) many of the County’s councils and boards are heavily influenced by business — they need to have a working person’s perspective to bring balance; 10) he would advocate that the District prequalify their contractors and use apprenticeship programs; and 11) short of a complete overhaul of the system, he supports the idea of setting aside restricted reserves to fund health care increases.
3. Nick Caston: Candidate for the Santa Rosa Seat on the SRJC Board of Trustees in the November 2006 election. As a former SRJC student, Mr. Caston said that he would help bring to the Board the perspective of being on the receiving end of instruction. His responses to the six questions posed to him by the Council included the following: 1) health care is a major problem — SB 840 is one solution, Gavin Newsome’s program in San Francisco is another — as a Board member, health care premiums would not be put on the table; 2) absolutely in no way, shape or form, does he think that the employees should pay any portion of their health care premiums, and health benefits for adjunct faculty must happen; 3) interest-based bargaining should start with an educational process — he would be willing to go through the training and thinks that as many Board members as possible should, too, in order to reach a common understanding of what the term means; 4) he is not opposed to having reserves and thinks that the reserves are there to be spent when you need them, and built up in between times; 5) good work has come out of the Academic Affairs and Student Services reorganization in terms of streamlining management, so as to invest money in front line employees; 6) if there’s a function that needs to be performed that’s going to better things for students and faculty, it needs to be done in an open way, through the shared governance process; 7) he doesn’t want to see a renegotiation of retiree benefits — the District needs to make sure that faculty who have served are treated equitably; 8) he is in favor of dedicating the interest that comes off of the reserves and earmarking it to fund health care increases; 9) his specific goals include: reaching out to other transportation agencies to coordinate services to make it easier for people to get to and from the campus; working through a public process on housing for students, faculty and staff (e.g., entering into a private venture with Coddington and buying Elliott Street apartments); making sure that the community is at the table and getting their buy in to projects as soon as possible; working on

advisory committees — business and health services — to provide whatever tools are necessary to ensure that SRJC's vocational certificates are used as the gold standard for hiring; 10) in terms of serving the Latino and non-credit communities, he said that there isn't the same level of investment into the infrastructure behind the non-credit community (i.e., the Labor Center) and he supports establishing a community center in the Albertson's Center on Sebastopol Road, as well as going into the K-12 classroom to serve the parents of children coming up through the educational system; and 11) one of the biggest failings of the SRJC Board is that they are not participating at the State level.

### **ACTION ITEMS**

1. Approval of AFA's Budget for 2006-2007. Following a motion made by John Daly and seconded by Cheryl Dunn, the Council unanimously approved a motion to approve the 2006-07 AFA Budget as written (12 in favor, 0 opposed, 0 abstentions). (See attached.)
2. Appointment of AFA Representative to District Tenure Review & Evaluations Committee (DTREC). Janet McCulloch informed the Council that she and Deborah will be switching committee positions — Deborah will take over work on the Academic Calendar and Janet will serve on DTREC. Following a motion made by Johanna James and seconded by John Daly, the Council unanimously approved a motion to appoint Janet McCulloch to serve as the AFA representative on DTREC (12 in favor, 0 opposed, 0 abstentions).
3. Appointment of AFA Representative to Staff Development Super/Coordinating Committee. Johanna James has agreed to continue serving on the Super Committee, with the proviso that the Staff Development committee structure be reviewed. Following a motion made by Michael Ludder and seconded by René Lo Pilato, the Council unanimously approved a motion to appoint Johanna James to serve as the AFA representative on the Staff Development Super Committee (12 in favor, 0 opposed, 0 abstentions).
4. Endorsement of Board of Trustee Candidate for Sonoma Valley Seat. Council members engaged in lengthy discussion about the appropriateness of issuing an endorsement and the timeframe for doing so. It was agreed that any announcement in an AFA publication should include a statement regarding the rationale for the Council's endorsement of a particular candidate. A number of reasons for endorsing Mike Smith were put forward by various Council members, including: his positions on health benefits and use of the reserves, his experience as a Board member and his advocacy, while serving as an SRJC Board member, for faculty interests. It was noted that Mr. Kunde did not know what shared governance meant, was not aware of the current arrangement regarding benefits and the reserves, and was in favor of employees sharing the cost of health insurance premiums. Following a motion made by Johanna James and seconded by Alix Alixopulos, the Council unanimously approved a motion to give Mike Smith the AFA Executive Council's endorsement (12 in favor, 0 opposed, 0 abstentions). There was also consensus that the endorsement of candidates for the other two seats on the Board should be scheduled as an action item following the final Board candidate presentations at the October 11 Council meeting.
5. AFA PAC Donation to Mike Smith's Campaign. (See Discussion Item #4.) Council members briefly spoke about the potential negative impact of a Council endorsement and the need for improving communication between the faculty, administration and the Board of Trustees. Following a motion made by Greg Sheldon and seconded by Michael Ludder, the Council unanimously approved a motion to donate \$500 from the AFA PAC to Mike Smith (12 in favor, 0 opposed, 0 abstentions). AFA Office Staff will draft a letter, to be included with the donation, for Janet McCulloch's signature.

## DISCUSSION ITEMS

1. Increasing AFA Member Donation to AFA PAC. Janet McCulloch reminded the Council that the per-member contribution to the PAC needs to be a fixed dollar amount. At the current rate of 50¢ per member per month, some adjunct faculty's dues are less than the monthly PAC contribution. (AFA office staff is pursuing clarity on how to handle this issue and also whether or not there can be different rates — one rate for adjunct faculty and another for regular faculty.) Janet noted that it is up to the Council to decide whether they want to divert more money from dues into the PAC. At the Spring 2006 CCCI conference, AFA officers were told that, in order to meet the statewide goal of raising \$2 million towards the passing of the Community College Initiative, SRJC's share of the contribution should be on the order of \$22,000 (including contributions from AFA, the District, and individuals). Council members were reminded that last year they agreed to set a goal of \$5,000 from AFA, and AFA has already sent a donation of \$1,000 towards the initiative drive. There was consensus amongst Council members that, in order to support candidates for the Board of Trustees and the CC Initiative, the amount of the contribution from member dues to the PAC should be increased. Based on an examination of the AFA budget and consultation with AFA's accountant, the officers will draft a specific proposal and this item will be placed on the action agenda at the October 11 Council meeting.
2. Use of AFA PAC funds to Pay Students to Gather Signatures for Community College Initiative. Janet McCulloch reported that Robert Ethington, Student Activities Advisor, has organized and arranged for training of a group of students to gather signatures. He recommends that students be paid on a per-signature basis, rather than on an hourly basis, because it's simpler. It was mentioned that it costs three times as much to validate a signature gathered by a paid canvasser as opposed to one gathered by a volunteer. One community college is also paying students a stipend as a reward for those who gather the greatest number of signatures. It was suggested that students hired for this activity could earn Work Experience credit for community involvement. Janet McCulloch and Greg Sheldon will be meeting next week with Robert Ethington. They will bring a recommendation back to the Council for consideration on the action agenda at the October 11 Council meeting.
3. Endorsement of Board of Trustee Candidates. It was suggested that, since the Council had already interviewed Mike Smith and Jeff Kunde, the two candidates for the Sonoma Valley seat on the Board of Trustees, the Council could issue an endorsement for that particular seat. Following a motion made by Johanna James and seconded by Alix Alixopulos, the Council unanimously approved a motion to move the endorsement of a Board of Trustees candidate for the Sonoma Valley seat to an action item at this meeting (12 in favor, 0 opposed, 0 abstentions). See Action Item #4.
4. AFA PAC Donation to Board of Trustee Candidate Campaigns. Council members considered whether, how much and when to donate to Board candidate campaigns. It was noted that Council members could endorse particular candidates as an individual citizen and faculty member, but that the Council would not make an endorsement until they have heard from all of the candidates for a particular seat. Following a unanimously approved motion to endorse Mike Smith, and a motion made by Greg Sheldon and seconded by Alix Alixopulos, the Council unanimously approved a motion to move the donation of funds to Mike Smith's campaign to an action item at this meeting (12 in favor, 0 opposed, 0 abstentions). See Action Item #5.

## MAIN REPORTS

1. Negotiations Report. This report and subsequent discussion were conducted in closed session.

The meeting was adjourned at 4:55 p.m.

Minutes submitted by Judith Bernstein.