

**ALL FACULTY ASSOCIATION
EXECUTIVE COUNCIL
MEETING MINUTES**

October 11, 2006

(Approved by the Executive Council on October 25, 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: B. Robert Burdo, Don Zumwalt (Board candidates); Ted Crowell, Ann Herbst, Warren Ruud, Judith Bernstein and Candy Shell.

The meeting was called to order at 3:06 p.m.

MEMBER CONCERNS

1. AFA Process for Input. Reneé Lo Pilato said that several faculty members have asked her about the process that AFA would use to solicit input or suggestions from the rest of the faculty when AFA begins to talk about, for example, Petaluma resources or job descriptions. Janet McCulloch noted that the Department Chair Council (DCC) is currently being consulted regarding the coordination between Petaluma and Santa Rosa, and that AFA also has input on that issue from the Academic Senate and the survey that was done last year. Sometimes it is not possible for the process to be public, such as when research is being done or when confidential discussions take place during negotiations. Janet also noted that AFA is seriously looking at the transfer process between locations, and will be looking at department chair and program coordinator duties relative to Petaluma at the next DCC/Instructional Managers meeting. If faculty members have questions, suggestions or concerns, they could communicate them to Janet or any Council member, to Kimberlee Messina, Academic Senate President, to their department chairs, or directly to the administration.

PRESENTATIONS

Two candidates running for seats on the SRJC Board of Trustees in the November 2006 election, B. Robert Burdo (Analay) and Don Zumwalt (Santa Rosa/Rohnert Park/Cotati) addressed the Council and responded to questions. Comments included the following:

1. *The rising cost of health care has certainly become a national crisis. How do you see your role in solving this problem at the district level?*
 - Burdo: If the College can afford to pay the full benefits, the College should do that. I like to be able to look at it every year. It's a matter of affordability.
 - Zumwalt: If we could get the community colleges to band together to form a health program, that would provide the answer. We would have a lot of power to demand lower costs.

2. *Do you believe that employees should necessarily share in the cost of health care premiums?*
 - Burdo: In some years, yes; in some years, no. I'd like to see the highest paid faculty that we can possibly afford. Out of 72 districts in the State, some are in trouble. Once you get into trouble, it can snowball and have a domino effect in a negative way. I feel that we have to stay solvent — if money is there and AFA can help show us ways, I'm open to listening to that.
 - Zumwalt: I know that the health care premium is the sacred cow — I don't want to touch it. I'd rather not have you share in it. It depends on how much money we have and how it's divided up.
3. *How do you feel about setting aside a restricted reserve for excessive health care costs?*
 - Burdo: That might be part of the answer, but it's not the full answer. The chunk is not big enough. You can only spend the reserves one time — you need to spend the fruit, but not take the tree; the fruit may not be enough. It could be a beginning to a partial answer.
 - Zumwalt: If it's not costing us any money, it might be doable. We'd have to run it by Dr. Agrella and Dr. Beebe.
4. *What is your understanding of interest-based problem-solving or interest-based bargaining? How do you think it works at SRJC?*
 - Burdo: I took the training in 1992. As I understand it, it's where both sides try to figure out what we have in common, what do we want to accomplish, and how to accomplish it. Taking everything into consideration, I think it's working okay — not fantastic, but okay.
 - Zumwalt: I've never been trained in it. If people would like to see me take it, I would take it.
5. *At this time the Budget Reserves for SRJC are approximately 8%. Given that the State of California mandates at least a 5% reserve, what do you think is an acceptable percentage for SRJC?*
 - Burdo: You can only spend it one time, it's not renewable funding. The State requires a certain reserve to stay off of their watch list for their bond rating. We want a good bond rating, otherwise we would have to pay more interest on our bond. We need it for cash flow purposes and in case of emergency. How big it should be depends on what we're doing and how aggressive we are in our growth. We can't just say a certain percentage — it has to be managed over time.
 - Zumwalt: We would have had to lay off more people if we didn't have bigger reserves going into the last few years. We want to keep full employment here and keep going the way we are now. I think we need about 3% over the 5%. In case of an earthquake or fire, we'd have to go into the reserves to replace buildings. If we maintain it around 8%, we can take care of the ups and downs in the budget and emergencies.
6. *SRJC is going through a state of transition with regards to changes in administration, what is your vision for hiring a strong administrative team?*
 - Burdo: Naturally, we want the best and the brightest. National advertising and word of mouth is critical. Is it acceptable to the faculty to have high paid administrators — paid more than faculty? Geographically, this district has been paying in more than it's been getting back. We've been subsidizing other districts — that problem has been going on for 25 years.
 - Zumwalt: We have to do a reclassification study, like we did with classified, and see how we rate here. We're definitely low in the whole community college system. The President is way below where he should be and a lot of the administrators are, too. We need an independent reclassification study — they would probably come to the conclusion that they're underpaid and we'd have to figure out a way to take care of that. I'll find out how fast this can happen; if we

have agreement, it's got to be done, because we are losing people. The biggest problem is management and getting the right people.

7. *In the next 5 to 10 years, 75% of our full-time regular faculty will be retiring. How will the district plan for this kind of change?*

- Burdo: Again, we have to have national advertising. Faculty are the best advertisement — they're connected and word of mouth is one of the best ways to get the word out. There's not much we can do about the high real estate. I don't have the answers; we have to push forward and try to work through it. I think faculty are going to do a lot of the recruiting.
- Zumwalt: We need to bring them on board and put them through a process. We need a stable administration and stable situation that people will want to come work here. The salary thing will take care of itself. How do we bring a new person up to speed on tradition and everything else? Maybe we have to hire more people. You need a mentor program.

8. *Is it in the District's interest to have a stable program for adjunct health benefits?*

- Burdo: The last five years, we have been in survival mode. Now we're getting a break. I'm not against it — it's a matter of money, not principle. The board realizes the importance of this and will do everything it can. We're open to suggestions.
- Zumwalt: Yes, but we need the State to step up. I hate one-year negotiations. I'm not used to running a business that way. I would have a three-year Contract at a minimum. I want to know about five years down the line.

Throughout the discussion, Council members raised the following issues and concerns: 1) the rising cost of medical insurance and the need for the Board to be creative and proactive in finding an alternative; 2) the low rate of pay, heavy workload, and high turnover rate of faculty and administrators at both campuses; 3) the shallow pool of applicants for faculty and management positions due to the high cost of living; 4) the insufficient number of administrators in Petaluma to manage the growing campus and student population; 5) the lack of institutional planning to transition the retiring people out and the new hires in; 6) the crisis re: department chairs — they're overworked and under-compensated for what they do, and very few faculty want to do the job; 7) the benefits of returning readers, assessment tests and learning communities; 8) the need to look at subsidizing home loan programs; and 9) the danger of resting on the laurels of SRJC's great reputation, as the 85-year tradition is changing.

MINUTES

There were no corrections or additions to the September 27, 2006 Executive Council Meeting minutes, which were unanimously accepted as written.

ACTION ITEMS

1. Possible Endorsement of Board of Trustees Candidates. Discussion was held in closed session.
 - a. Following a motion made by Lara Branen and seconded by Michael Ludder, the Council approved a motion to endorse Nick Caston for the Santa Rosa seat (11 in favor, 0 opposed, 4 abstentions);
 - b. Following a motion made by Michael Ludder and seconded by Michael Aparicio, the Council unanimously approved a motion to endorse Steve Benjamin for the Analy seat (15 in favor, 0 opposed, 0 abstentions);
 - c. Following a motion made by Greg Sheldon and seconded by Reneé Lo Pilato, the Council unanimously approved a motion to endorse Onita Pelligrini for the Petaluma seat (15 in favor, 0 opposed, 0 abstentions).

An announcement of the endorsements will be published in an *AFA Update* and press releases will be sent to the Press Democrat, the Bohemian and the Argus Courier.

2. Possible AFA PAC Donation to Board of Trustees Candidates. Following a motion made by Greg Sheldon and seconded by Michael Ludder, the Council unanimously approved a motion to donate \$500 each to Nick Caston and Steve Benjamin's campaigns (15 in favor, 0 opposed, 0 abstentions).
3. Increasing AFA Member Dues Allocation to AFA PAC. Janet noted that 50 cents per member per month is currently allocated to the AFA PAC. The officers are recommending that the per-member monthly amount be increased to \$1.00 for the remainder of the academic year. All members (Adjunct faculty or Regular faculty) must be treated the same for the purposes of the allocation. For any faculty member who does not contribute \$1.00 in member dues in any given month (due to low earnings), the amount of dues that they contribute up to \$1.00 would be allocated to the PAC. Following a motion made by Johanna James and seconded by Cheryl Dunn, the Council unanimously approved a motion to increase the allocation of member dues to the AFA PAC to \$1.00 per member per month for the remainder of the academic year (15 in favor, 0 opposed, 0 abstentions).
4. Use of AFA PAC funds to Pay Students to Gather Signatures for Community College Initiative. Janet noted that the Council approved this idea in principle at the September 27 meeting. Greg reported that he met with Robert Ethington, Student Activities Advisor, who recommended that students be paid \$50 for every 20 petition sheets, which works out to approximately 41 cents per signature, plus a bonus to the student who submits the highest number of sheets by the end of the semester. Robert Ethington will be the one to count the sheets and signatures. In order to better monitor the AFA PAC cash flow, the officers recommend that students be paid every two weeks and that a bonus be paid to the runner-up. Following a motion made by Greg Sheldon and seconded by Michael Aparicio, the Council unanimously approved a motion to pay students \$50 for every 20 sheets, every two weeks, with a \$200 bonus to the student who submits the highest number of sheets and a \$100 bonus to the runner up (15 in favor, 0 opposed, 0 abstentions).

DISCUSSION ITEMS

1. Draft District Policy & Procedures #4.7.1: *Reporting Absence and Leave Time*. Due to time constraints, this item was postponed until the next Council meeting.
2. Evaluations: Should Adjunct and Regular Faculty Processes be Parallel? Due to time constraints, this item was postponed until the next Council meeting.
3. Draft AFA Resolution re: Faculty Outlook Accounts. Due to time constraints, this item was postponed until the next Council meeting.

MAIN REPORTS

1. Conciliation/Grievance Report. This report and subsequent discussion were conducted in closed session.
2. Negotiations Report. This report and subsequent discussion were conducted in closed session.

The meeting was adjourned at 4:59 p.m.

Minutes submitted by Judith Bernstein.