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The strength of faculty working together.*

**ALL FACULTY ASSOCIATION
SANTA ROSA JUNIOR COLLEGE
SPECIAL EXECUTIVE COUNCIL MEETING MINUTES**

August 18, 2010

(Approved by the Executive Council on September 8, 2010)

Executive Council members present (noted by *):

*Warren Ruud, <i>presiding</i>	*Dianne Davis	*Reneé Lo Pilato	*Mike Starkey
*Alix Alixopulos	*Cheryl Dunn	*Michael Ludder	*Julie Thompson
*Lara Branen-Ahumada	*Brenda Flyswithawks	*Sean Martin	*Jack Wegman
*Paula Burks	*Karen Frindell	*Dan Munton	<i>One adj fac vacancy</i>
*John Daly	*Lynn Harenberg-Miller	*Audrey Spall	

Officers/Negotiators present: Ted Crowell, Ann Herbst
Faculty present: Karen Stanley
Staff present: Judith Bernstein, Candy Shell

The meeting was called to order at 2:40 p.m. in the Bertolini Student Center Senate Chambers on the Santa Rosa campus.

MEMBER CONCERNS

1. Flex Obligation for Adjunct Online Faculty. Michael Ludder commented that, according to Staff Development, adjunct online instructors are not required to fulfill a Flex obligation. He suggested that AFA pursue a change to that arrangement. It was pointed out that only those adjunct faculty members with teaching assignments specifically on the PDA day have a flex obligation for that semester, and they are compensated for fulfilling that obligation. Warren Ruud said that the officers and staff would research the issue if necessary and report back to the Council.
2. AFA Response to Faculty Questions Re: Salary Cuts on Outlook. Karen Frindell asked for a status report re: AFA's response to the ongoing dialogue about salary cuts currently occurring online via DL.STAFF.FAC.ALL. Warren said that individual AFA officers and negotiators have responded directly to some faculty members regarding questions posed in the emails, and that soon he and Chief Negotiator Ann Herbst plan to send out an AFA email response addressing these questions. On the basis of the questions and suggestions posed in the online dialogue, Warren commented that it appears that many faculty members have not read the *AFA Summer Email Update* sent out on June 9, 2010 (http://www.santarosa.edu/afa/Misc/email_afa_060910.pdf), nor reviewed the Memoranda of Understanding (MOU's) agreed to by AFA and the District during the 2009-10 academic year (<http://www.santarosa.edu/afa/mou.shtml>), which were also linked in the June 9 email. Brief discussion followed about some of the questions and

claims made by faculty in the online dialogue. At the conclusion of the Council discussion, Warren directed Staff to email to Councilors the notes from the AFA Fall 2009 AFA retreat, which explain the differences between “interest-based bargaining” and “positional bargaining,” prior to posting a link to the document on the AFA Website (<http://www.santarosa.edu/afa/Misc/ibb.pdf>).

MINUTES

There were no corrections or additions to the minutes from the May 21, 2010 or May 26, 2010 Special Executive Council meetings. Both sets were accepted as submitted. (Approved minutes are posted on the AFA Web site at: <http://www.santarosa.edu/afa/minutes.shtml> .)

DISCUSSION ITEMS

1. AFA General Meeting 3 – 5 p.m., Wednesday, August 25. Warren Ruud reminded the Council that the AFA General Meeting is scheduled for Wednesday, August 25, starting at 3:00 p.m., in Doyle Library, Room #4246 on the Santa Rosa campus. There may be a 15-minute delay in videoconferencing the meeting to Mahoney Library, Room 726, on the Petaluma campus. (The agenda is posted on the AFA Web site at http://www.santarosa.edu/afa/1011/Meetings/Agendas/agenda_082510.pdf).
2. 2010 AFA Calendar. Warren presented the proposed AFA calendar for Fall 2010, which includes meetings of the Council, Cabinet, Board of Trustees, and California Community College Independents, as well as negotiations sessions with the District. He pointed out that the Fall 2010 AFA Retreat is scheduled for Saturday, September 25 (location to be confirmed), and the once-per-semester Council meeting on the Petaluma campus is scheduled for October 27. The day before Thanksgiving — the fourth Wednesday of the month and typically an AFA-meeting day — is a Flex placeholder day. Monday, November 22, has been scheduled as an alternative meeting date, if necessary. Warren also reviewed the proposed tentative agreement and Council representative balloting timelines included on the calendar. Following the discussion, by unanimous voice vote, the Council approved a motion made by Dan Munton and seconded by Reneé Lo Pilato to move this item to action. (See Action Item #1.)
3. AFA Appointments. Warren Ruud reviewed the AFA Cabinet’s recommendations for appointments of AFA representatives to District-wide committees for 2010-11, noting a few updates to the document that was included in the Council meeting packet. An AFA representative to the Strategic Enrollment Planning Committee is still needed. Following the discussion, by unanimous voice vote, the Council approved a motion made by Dan Munton and seconded by Sean Martin to move this item to action. (See Action Item #3.)
4. Special Election to Fill Vacant Adjunct EC Seat. Warren reiterated that, as outlined on the AFA Fall 2010 calendar and approved by the Council, the deadline to submit nominations and candidate statements for the vacant adjunct Council seat is Thursday, August 26, at 12 p.m. The election is scheduled to take place online beginning August 27 and ending September 7.
5. AFA Council Composition Team (ACCT). Warren reported that in the first cabinet meeting of the fall semester the officers briefly discussed the potential structure and composition of ACCT, as well as the process for moving forward with its formation. Based on prior Council discussions, the current idea is that ACCT would be composed of six members of AFA (three regular faculty and three adjunct faculty), but not necessarily members of the Council, with the additional possibility of a seventh, non-voting member who would

facilitate the discussion. AFA would pay adjunct faculty for attending ACCT meetings via the Adjunct Faculty District Activities Fund (AFDAF). Council discussion followed about many issues relating to ACCT, including its charge and composition, as well as the potential timeframe and process for selecting ACCT members. Based on the Council discussion during the last meeting of the Spring 2010 semester, it was suggested that ACCT's primary charge would be to conduct research with the ultimate goal of presenting models of representation for the Council to consider and discuss. AFA staff reported that two faculty members (one adjunct and one regular) responded to the solicitation of interest in ACCT that AFA sent out at the end of May 2010. At the conclusion of the discussion, there was consensus that the officers would develop and bring a proposal re: the charge of the ACCT to the September 8 Council meeting. Warren suggested that Councilors email the entire Council should they want to share any ideas not already mentioned in the discussion.

ACTION ITEMS

1. 2010 AFA Calendar. Following discussion (see Discussion Item #2), by unanimous voice vote, the Council approved a motion made by Brenda Flyswithhawks and seconded by Dan Munton to accept the 2010 AFA Calendar. Warren Ruud pointed out that the Council agenda format had been revised and simplified. In the interest of time, those who wish to present District-wide or AFA Standing Committee reports will be encouraged to submit written reports which can be shared via email, along with links to online minutes. Oral reports from AFA officers and committee representatives will occur, as needed.
2. Tentative Agreement. Following discussion (see Negotiations Report), the Council approved a motion made by Dianne Davis and seconded by Brenda Flyswithhawks to approve the Tentative Agreement as presented and to recommend a "yes" vote to the membership (15 in favor, 2 opposed). Following the vote, Councilors engaged in discussion and some shared their reasons for voting in favor or against approval. One of the Councilors who voted against approval stated that he wanted to register his opposition to the TA on behalf of his constituency; however, if his opposing vote would have meant that the TA would not have been approved, he might have chosen to vote differently. A request was made that any Councilor who sends an email to DL.STAFF.FAC.ADJ.ALL or DL.STAFF.FAC.REG.ALL also forwards a copy to the rest of the Council. Council members also expressed strong support for sending out as soon as possible an FAQ email to further educate the faculty about the negotiations process and regulatory constraints, and to address faculty questions related to the tentative agreement. (The tentative agreement is posted on the AFA Web site at: http://www.santarosa.edu/afa/tentative_agreement.shtml .)
3. AFA Appointments. Following discussion (see Discussion Item #3), by unanimous voice vote, the Council approved a motion made by Dan Munton and seconded by Sean Martin to approve the AFA appointments to District-wide committees for 2010-11 as presented. (The list of approved AFA committee appointments is posted on the AFA Web site at: http://www.santarosa.edu/afa/Misc/district_committees_10-11.pdf .)

MAIN REPORTS

1. President's Report. Warren Ruud presented brief reports, as follows:
 - Board of Trustees Meeting. Four board members are up for election. All four are running unopposed, which means that no election will be held. Consequently, the District will not have to expend approximately \$200,000 for election costs.

- Posting AFA Health & Welfare Survey Results. The officers would like to post the survey results and comments on the AFA Website, barring any objections from the Council. Discussion followed about the appropriateness of posting faculty comments, none of which included any identifying information. The consensus of the Council was to post the survey results and, if faculty members express interest, to post the comments as well. (The AFA Health & Welfare Survey results are posted on the AFA Web site at: http://www.santarosa.edu/afa/survey_h-and-w_sp10.shtml).
2. Treasurer's Report. Paula Burks reviewed the May 2010 Treasurer's Report and highlighted the salient expenses. She responded to a question regarding year-to-date net revenue figures, noting that the officers had anticipated that expenses would exceed revenue in 2009-10. Warren Ruud added that, as the treasurer's report is prepared on a cash basis, the timing of when revenue is received and expenses paid affects the net revenue figure in any given month. Paula also reported on the response from AFA's accountant regarding the increase in the invoice for preparing the annual audit and income tax returns for 2009-10. Officers and staff reviewed the response from the auditor, Gibson & Co., and the consensus was that their rates remain competitive and the firm shall continue to do AFA audits and tax returns. Paula also said that the officers would be submitting a proposed budget for 2010-11 for Council review and approval in September. Warren added that, as part of the budget proposal, the officers would be presenting a request to the Council to augment the Adjunct Faculty District Activity Fund (AFDAF) in order to compensate AFA's adjunct faculty appointees for serving on the Council and District-wide committees this year, as District funds continue to be insufficient.
 3. Negotiations Report. This report and subsequent discussion were conducted in closed session. Following the closed session discussion, the Council moved into open session and, by unanimous voice vote, approved a motion made by Cheryl Dunn and seconded by Brenda Flyswithawks to move approval of the August 2010 Tentative Agreement to action. (See Action Item #2.)
 4. Conciliation/Grievance Report. This report was conducted in closed session.

The meeting was adjourned at 4:53 p.m.

Minutes submitted by Judith Bernstein.