

EXECUTIVE COUNCIL MEETING MINUTES

March 9, 2016

(Approved by Executive Council on April 13, 2016)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	*Jeanette Ben Farhat	* Robert Jackson	* Dwayne Mulder
Debbie Albers	*Shawn Brumbaugh	* Molly Matheson	* Margaret Pennington
*Filomena Avila	*Terry Ehret	Jacqueline McGhee	* Karen Stanley
Denise Beeson	*Deirdre Frontczak	* Terry Mulcaire	* Michelle Van Aalst
*Paulette Bell	*Michelle Hughes Markovics	* MJ Papa	

Negotiators/Appointed Positions present: Marc Bojanowski, Ted Crowell, Mark Ferguson, Warren Ruud, Julie Thompson

Staff members present: Candy Shell, Carol Valencia

Councilor-Elect present: Bud Metzger

Faculty members present: Dianne Davis

The meeting was called to order at 3:06 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus.

CLOSED SESSION REPORTS

1. **Negotiations Report.** This report and discussion were conducted in Closed Session.
2. **Conciliation/Grievance Report.** This report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:00 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Schedule Cuts.** Julie Thompson brought up a concern about the District's proposed cuts to the Fall 2016 schedule. Michelle Hughes Markovics joined this concern, adding that her concern is heightened when they are cutting classes that fill.
2. **Grant Job Descriptions.** Filomena Avila brought up a concern about the District's practice of writing new job descriptions for faculty positions created by grants. Sean responded that AFA is aware of and concerned about this practice. Julie added that we will research the legality of this practice as job descriptions for Unit A faculty are within the scope of bargaining.
3. **Professional Development Proposals.** Karen Stanley brought up a concern that falls within the purview of both the Academic Senate and AFA. She is concerned about how the Professional Development Committee (PDC) is making decisions that affect faculty members. In the past, faculty members were able to submit one proposal for a series of workshop sessions (such as the Women's History Month events). With the application of the new professional development criteria, faculty members are required to submit a proposal for each event, increasing the workload for all those involved. In addition, some of the professional development activities are denied because they "do not apply to all faculty." Karen also made a presentation about this issue during Open Forum at the last Academic Senate meeting. MJ Papa and Shawn Brumbaugh (AFA representatives on the PDC) expressed their

disagreement with and dismay about the new criteria they are required to apply to professional development proposals, explaining that the new criteria were mandated by the Senate. (Reference [District Policy 3.27](#) Faculty Professional Development.)

MINUTES

There being no corrections or additions, by voice vote, the Council approved motions made and seconded to approve the minutes from the February 24, 2016 Executive Council meeting as submitted (15 in favor, 0 opposed, 0 abstentions) and the February 28, 2016 Executive Council retreat as submitted (13 in favor, 0 opposed, 2 abstentions).

(Approved minutes are posted at <http://santarosa.edu/afa/minutes.shtml> .)

ACTION ITEMS

1. Reassigned Time for Officers, Negotiators, and Other Positions: Fall 2016

- Sean reviewed the proposed reassigned time for Fall 2016 with the Council. He explained that the highlighted items are changes: the Article 16 Expert will be separate position and not attached to the Vice President of Petaluma position. We anticipate many Article 16 questions with the upcoming schedule cuts. There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to approve the Reassigned Time for Officers, Negotiators, and Other Positions: Fall 2016 (15 in favor, 0 opposed, 0 abstentions).

2. Election of Officers for 2016-17

- Sean reviewed the nominations for Officers and asked for further nominations. There being none, a motion was made, seconded and approved by unanimous voice vote to approve the following uncontested election of Officers for 2016-17 (15 in favor, 0 opposed, 0 abstentions):
 - Conciliation/Grievance Officer—Debbie Albers
 - Vice President for Santa Rosa—Sean Martin
 - Vice President for Petaluma—Michelle Hughes Markovics
 - Secretary/Treasurer—Michelle Van Aalst

3. Election of Negotiators for 2016-17

- Sean reviewed the nominations for Data Analyst Negotiator and Note Taker Negotiator and asked for further nominations. There being none, a motion was made, seconded and approved by unanimous voice vote to approve the uncontested election of the following Negotiators for 2016-17 (15 in favor, 0 opposed, 0 abstentions):
 - Data Analyst Negotiator—Mark Ferguson
 - Note Taker Negotiator—Terry Mulcaire
- Sean reviewed the nominations for the two At-Large Negotiator positions and asked for further nominations. MJ Papa withdrew her name from consideration. There being no further nominations, paper ballots were issued, collected and tallied by Michelle Van Aalst, Ted Crowell and Candy Shell. Marc Bojanowski and Deirdre Frontczak were elected to fill the At-Large Negotiator positions for 2016-17.

4. Election of Other Positions for 2016-17

- Sean reviewed the nominations for Publications Coordinator, DTREC Co-Chair and Bay Faculty Association Representative and asked for further nominations. There being none, a motion was made, seconded and approved by unanimous voice vote to approve the uncontested election of the following Other Positions for 2016-17 (15 in favor, 0 opposed, 0 abstentions):
 - Publications Coordinator—Marc Bojanowski
 - DTREC Co-Chair—Warren Ruud
 - Bay Faculty Association Representative—Julie Thompson
- Sean reviewed the nominations for the Adjunct Cabinet Representative and asked for further nominations. There being no further nominations, paper ballots were issued, collected and tallied by Michelle Van Aalst, Ted Crowell and Candy Shell. Deirdre Frontczak was elected as Adjunct Cabinet Representative for 2016-17.

DISCUSSION ITEMS

1. **Replacement of Chief Negotiator for Fall 2016**
 - Sean explained that we are replacing Julie Thompson while she is on Sabbatical Leave during the fall semester. We are opening nominations today, and they will remain open until we vote at our next Council Meeting, on April 13. Terry Mulcaire was nominated.
2. **Replacement of Note Taker for Fall 2016**
 - Sean explained that we will replace Terry Mulcaire if he is appointed to act as Chief Negotiator during the fall semester (see Discussion Item 1). We are opening nominations today, and they will remain open until we vote at our next Council Meeting, on April 13. Sean Martin was nominated.
3. **Open Nominations for Budget Analyst (Negotiations Support) for 2016-17**
 - Sean explained that Will Baty is unable to accept a nomination for this position as he plans to retire mid-year. We are opening nominations today, and they will remain open until we vote at our next Council Meeting, on April 13. Mark Ferguson was nominated.
4. **Open Nominations for Article 16 Expert for 2016-17**
 - Sean explained that we are opening nominations for this position today, and they will remain open until we vote at our next Council Meeting, on April 13. Deirdre Frontczak was nominated.
5. **Open Nominations for AFA Reps to District-wide Committee for 2016-17**
 - Sean explained that nominations for all open seats on District-wide Committees for 2016-17 will remain open until we vote at our next Council Meeting, on April 13. Per AFA Bylaws, Councilors will have first priority for consideration in committee appointments; however, all AFA members are eligible to serve on District-wide Committees, and four committees have a seat designated for an adjunct faculty member appointee. The following nominations were made:
 - District Tenure Review & Evaluations—Dianne Davis
 - Fringe Benefits—Deirdre Frontczak
 - Professional Development—Shawn Brumbaugh and MJ Papa
 - Professional Growth Increments—Nikona Mulkovich
 - Sabbatical Leaves—Molly Matheson
 - Teaching Fellowship Program—Shawn Brumbaugh
6. **Open Nominations for AFA Standing Committee Appointments for 2016-17**
 - Sean explained that nominations for all open seats on AFA Standing Committees for 2016-17 will remain open until we vote at our next Council Meeting, on April 13. Please contact the AFA Office if you are interested in any of these appointments.
7. **Fall 2016 Course Schedule Reduction**
 - Sean provided some background for the Council on the proposed schedule cuts for Fall 2016. He explained that the extent of the cuts is changing: it was first reported to be 5-8 percent and then increased to 8-10 percent in Dr. Chong's latest email message to the College community. The criteria to be used for cuts have been given to Department Chairs, and those cuts are not the same across departments. Because there is a lack of clarity and consistency in the District's message, AFA's advice is to be prepared and proactive. Chairs and faculty should demand the rationale for cuts especially if those cuts are not tied to historically low enrollment for the classes being cut. We also want to remind faculty members that Article 16 should be followed when making cuts. Sean is in the process of writing a Dialogue piece that will address some of these issues.
 - Terry Mulcaire commented that his concern is that Doug Roberts is repeating the mistake he made after Proposition 30 was passed. Doug wants the District to cut classes, go on stability funding, and then bank the extra money the District will receive in the short-term; this will also have the result of resetting the stability target at a lower number. He would be, in effect, laying off adjuncts just to build up the College's reserve, using schedule cuts as a "budgetary strategy" rather than out of necessity.
 - There was a discussion about the variance of cuts across departments. Some departments have reported cuts of 25 percent while others will not have any cuts.

- There was a discussion about the fragmentation of the scheduling process and lack of transparency for faculty members.
- Several Councilors brought up the question of whether full-time faculty overloads will be limited as they were in the past during significant schedule reductions. Julie responded that with the re-write of Article 16, faculty members may voluntarily relinquish their load for a short time without giving up their rights to that same load in the future.
- There was a discussion about the criteria being used for cuts and whether those criteria consider the demographics of our county population.

The meeting was adjourned at 5:02 p.m.

Minutes submitted by Carol Valencia.