

EXECUTIVE COUNCIL MEETING MINUTES

May 9, 2018

(Approved by Executive Council on August 29, 2018)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, <i>presiding</i>	*Dianne Davis	*Bud Metzger	Dawn Urista
*Filomena Avila	*Claire Drucker	Margaret Pennington	*Michelle Van Aalst
*Paulette Bell	*Robert Jackson	*Karen Stanley	*Sarah Whyllly
*Shawn Brumbaugh	*Sean Martin	Mike Starkey	Albert Yu
*Ted Crowell	*Molly Matheson	*Erin Sullivan	

Negotiators/Appointed Positions present: Mark Ferguson, Steven Kessler, Warren Ruud, Julie Thompson
Staff members present: Carol Valencia

The meeting was called to order at 3:09 p.m. in Bech #1999, 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.
3. **Cabinet Report.** None.

Closed Session adjourned at 4:00 p.m.

OPEN SESSION

Open Session reconvened at 4:03 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Bud Metzger made a comment about the unknown number of high school students in the United States because of the inaccurate reporting of students in "credit recovery programs."
2. Molly Matheson commented about a recently-received student housing survey. It included examples of what someone might be willing to pay for housing, and the minimum was \$2,000/month. She added that this is not affordable for our students; it might just be an opportunity for a developer to take advantage of the JC.
3. Shawn Brumbaugh raised a concern about the new roofing project at Baker Hall. The repairs are not being coordinated with faculty members, and it is affecting our working conditions. He explained that the building contracts need to have something written into them about not working during class hours.
4. Ted Crowell raised a concern about the declining availability of mental health services in Sonoma County and at SRJC. As a result, we will have more students dropping out. There was a discussion about the effect of student mental health on enrollment.

MINUTES

There being no corrections or additions, by unanimous voice vote, the Council approved a motion made and seconded to approve the minutes from the April 25, 2018 Executive Council meeting as submitted (14 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml> .)

DISCUSSION ITEMS

1. **Thank You to Retiring/Resigning Officers and Appointed Positions**

- The Council expressed their thanks and presented cards and gifts to outgoing officers and appointees:
 - Steven Kessler served as our Conciliation Grievance Officer support person this year. He is stepping down until he earns tenure in his department.
 - Julie Thompson served as our Chief Negotiator for the last three years. She will be back in the spring as a member of the negotiations team.

2. **Summer 2018 Expenses**

- Karen explained that this proposal is based on last summer's hours. If needed, we will come back to the Council for the approval of additional hours. A motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (14 in favor, 0 opposed, 0 abstentions).

3. **Work to Contract Campaign for Fall 2018**

- Karen explained that this is just a beginning discussion. A work to contract campaign would be for contract faculty. She asked for the Council's initial thoughts.
- There was a question about what such a campaign would involve. Karen explained that contract faculty would formally commit to the campaign and inform their dean of their decision. We have example letters from other districts. Faculty would only be required to perform the duties found in [Article 17: Job Descriptions](#). It is not recommended that probationary faculty or adjunct faculty participate.
- Guest speaker Jeff Michels added that it is fairly easy to think of all the "extra" things you do—hiring, evaluations, assessment activities, program reviews, and other administrative duties.
- There was a discussion about the buy-in and participation that would be needed to make it successful.
- There was a discussion about how some adjuncts would still want to participate. Perhaps they could wear a button that says, "In overtime mode" or "I'm now working for free."

ACTION ITEMS

1. **Appointment of Additional Representatives to District-wide Committees, 2018-19**

- Karen explained that we have two more appointments to approve for next year. Sharien Hinton has volunteered to replace Molly Matheson on the Sabbatical Leave committee in the fall and Michael Ichikawa has volunteered for the Fringe Benefits Committee. A motion was made, seconded and approved by unanimous voice vote to approve the two appointments above (14 in favor, 0 opposed, 0 abstentions).

2. **Summer 2018 Expenses**

- This item was moved from a Discussion Item. A motion was made, seconded and approved by unanimous voice vote to approve the Summer 2018 expenses as detailed in the Council packet (14 in favor, 0 opposed, 0 abstentions).

PRESENTATION

1. **State Budget Struggles and the State of Shared Governance (Jeff Michels, President, California Community College Independents)**

Jeff is president of [CCCI](#). AFA is one of 13 independent unions in California and is a member of CCCI.

Summary of Presentation:

- CCCI has a half-time lobbyist in Sacramento and over time is acting more and more like a real "union." CCCI is also a member of the CoFO (Council of Faculty Organizations) along with the State Academic Senate, FACCC (Faculty Association of California Community Colleges), CFT (California Federation of Teachers) and CTA (California Teacher's Association). This group meets once per month in Sacramento.
- At CCCI, we share stories and provide information to one another. At our conferences twice per year, we have presentations, present data, and conduct training.

- Jeff attends the California Community College's Board of Governors meetings and is a member of the Reclaim the California Master Plan group.
- It has been a weird year for shared governance. Our current Chancellor (Oakley) is less inclusive/collaborative and is more reform-driven. CCCCI has a good relationship with him compared to the other unions.
- Much of what the Chancellor is proposing has no data to support it. Their "research" is funded by the [Lumina Foundation](#) which is trying to privatize education. They get public support by advocating for "more accountability" which is popular. There is no data to support that it works, however.
- Current educational reform is centered around goals that we can all agree with. The problem is that we disagree about how to reach them. We say "invest in the human resources" to accomplish the goals.
- We are seeing some individual Academic Senates passing "no confidence" votes in Chancellor Oakley. He has undermined shared governance, unions and senates. The statewide challenge, however, is a lack of unity.
- The new funding formula was changed slightly. Currently in the budget is new categorical funding for full-time faculty hiring. "Shared governance" now means that they heard the input from the faculty but then do what they want.
- Questions & Answers:
 - How do the points for the performance-based funding work?
 - A: No scenarios have been run yet about how it would affect funding.
 - Don't they understand that these incentives will lead to a reduction of educational quality?
 - A: The president of the Board of Governors said faculty will not lower their standards. However, 30 states have tried it, and it does lower quality.
 - Why are they putting the full-time faculty hiring money into categorical funding?
 - A: They are trying a different legislative option to achieve the full-time/part-time faculty ratio.
 - Is the Lumina Foundation trying to ruin education so no one in the country will be able to think?
 - A: My theory is that you have all these people going to graduate school in Education, and they have to complete a dissertation, so they try to come up with "new ideas to fix education" even though they've never taught. Politicians are also looking for "new ideas" to make them look good. They become "true believers" in these ideas, however misguided. The problem is that everyone has a story about an educational failure, so it's easy to get on the bandwagon. We need to present a different narrative—that the system does work but is starving.

The meeting was adjourned at 5:10 p.m.

Minutes submitted by Carol Valencia.