

EXECUTIVE COUNCIL MEETING MINUTES

August 30, 2017

(Approved by Executive Council on September 13, 2017)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, <i>presiding</i>	*Ted Crowell	*Molly Matheson	*Mike Starkey
*Filomena Avila	*Dianne Davis	*Bud Metzger	*Michelle Van Aalst
Denise Beeson	*Deirdre Frontczak	*Terry Mulcaire	Albert Yu
*Paulette Bell	*Robert Jackson	Margaret Pennington	<i>Adjunct Vacancy</i>
*Shawn Brumbaugh	*Sean Martin	*Karen Stanley	

Negotiators/Appointed Positions present: Warren Ruud, Julie Thompson

Staff members present: Carol Valencia

Faculty members present: 15 faculty members present (14 in SR; 1 in Petaluma)

The meeting was called to order at 3:03 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus.

CLOSED SESSION REPORTS

1. **Negotiations Report.** None.
2. **Conciliation/Grievance Report.** This report and discussion were conducted in Closed Session.
3. **Cabinet Report.** This report and discussion were conducted in Closed Session.

Closed Session adjourned at 3:24 p.m.

OPEN SESSION

Open Session reconvened at 3:24 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

- Terry Ehret read a member concern regarding the work environment of adjunct faculty members. Although "adjunct" is not a protected class in discrimination cases, there are cases of adjunct faculty members experiencing hostile work environments, and she believes this should be addressed by AFA by taking every opportunity to remind faculty and administrators about the importance of a respectful work environment. She also requested that the Council take action on the following:
 - Survey the faculty regarding the need for adjunct health benefits and support for the Adjunct Medical Benefits Program (AMBP) by adjunct and contract faculty. [Karen responded that we will be surveying the faculty, beginning this week.]
 - Continue to work toward pay parity for part-time faculty.
 - Negotiate contract language to ensure a 12-hour gap between daily assignments for adjunct faculty members.
 - Commit to protect adjunct faculty members from age discrimination, especially during the evaluation process.
 - Set aside time at Council meetings to discuss the above issues and report back to the membership on progress.
- Paulette Bell raised several concerns on behalf of adjunct faculty members who have contacted her:

- Will the reinstatement of categorical funding for office hours be reflected in the first paycheck this semester? [Karen responded that this was put on the hourly schedules last year.]
- There is a need for guidelines for class cancellations in order to prevent arbitrary and capricious decision-making.
- Can AFA address instances where program funding (e.g., grants) supersedes Academic Freedom as protected in the Contract? (See [Art. 9: Academic Freedom.](#))
- The new Summer-Fall scheduling plan allows a loophole when using the “new or increased assignments” provision in Art. 16 (see Article [16.03.C.6](#)) since the schedule will be published much earlier.
- Sean Martin explained that the California Federation of Teachers reached a settlement in their case against ACCJC, and that settlement deletes the standard requiring SLOs in evaluations. AFA currently has language in its Contract requiring SLOs, and we should work to remove it. There was further discussion regarding other provisions of the settlement that could affect negotiations and the decision by California Community College CEOs regarding a possible new accreditor.
- Jambul Akkaziev addressed the Council about a concern he raised at the May 24 meeting regarding the requirement for probationary adjuncts to wait five semesters before being allowed to participate in the AMBP. He added that he did not receive a satisfactory response from AFA over the summer regarding his concern. Specifically, he would like to know why adjunct faculty members are required to have a 2 percent salary reduction even when they are not able to participate in the medical benefit program. AFA leadership responded, restating their conversations with and the responses they sent to Jambul over the summer. Both written and spoken responses gave assurances that they understood the concern and were working on addressing it in negotiations this year. As previously explained to the faculty member, the negotiations team has not met since May 19 and will have their first session with the District this Friday. Julie will more specifically address the team’s strategy on this issue during the General Meeting portion of today’s session.

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 May 10 & May 24 Executive Council meetings and the May 24 General Membership Meeting as submitted (13 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. **Executive Council Vacancies (1 Adjunct; 1 Contract-Spring 2018) for 2017-18**
 - Karen explained that announcements regarding the vacancies went out this week, and the deadline for candidate statements is Sept. 11, in time for the Council to discuss at the next meeting on Sept. 13.
2. **CCCI Fall Conference Attendees (Oct. 19-21, in San Diego)**
 - Karen explained that we will send four people to the conference in accordance with the AFA Professional Conference Attendance Policy. The AFA President and Chief Negotiator automatically attend. Please let AFA staff know by next Wed. (9/6) if you are interested in attending.
3. **Negotiations Team Vacancy, Adjunct Seat**
 - Karen opened nominations for this one-year vacancy which will remain open until we vote on Sept. 13. Nominations can be made in person or via email.
4. **Publications Coordinator Vacancy**
 - Karen opened nominations for this one-year vacancy which will remain open until we vote on Sept. 13. Sarah Whyllly was nominated. Nominations can be made in person or via email.
5. **Fall 2017 Meetings and Retreats**
 - Karen asked the Council to review the fall calendar. Council meeting dates are also at bottom of the Agenda. The Fall Retreat will be Oct. 15, at Pepperwood.
6. **Shop Steward Training**
 - Last year the Council signed up to be “department liaisons”; the current list of liaisons is in your meeting packet. Please review the list for needed changes. There are new Councilors and several people who have more than one department. Please email staff any changes to the list. Ted volunteered to be the liaison for Earth & Space Sciences.

- The goal for liaisons is to be available to the department to listen and bring back concerns. We also want to facilitate greater union membership.
- Karen asked for discussion of ideas for future training for stewards/liaisons:
 - Time could be set aside time at Council meetings and the retreat rather than coming up with another date.
 - There could also be preparation materials in the meeting packets in order to expedite discussion.
 - What about online resources that we could watch ahead of time?
- Karen thanked the Council for their input.

OTHER REPORTS

1. President's Report. None.

2. Treasurer's Report: Year End 2016-17. Sean Martin reported as follows:

- Overall, we were under budget for the year which is good news. Our fair share service fees revenue was under budget because we had a number of people who became members during the year. This is important because of the strong likelihood of a Supreme Court ruling against fair share fees in the near future.

The meeting was adjourned at 4:01 p.m.

Minutes submitted by Carol Valencia.