

## EXECUTIVE COUNCIL MEETING MINUTES

November 22, 2017

(Approved by Executive Council on December 13, 2017)

Executive Councilors present (noted by \*):

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

Negotiators/Appointed Positions present: Warren Ruud, Julie Thompson

Councilor-Elect present: Erin Sullivan

Staff members present: Carol Valencia

Faculty members present: Canon Crawford, Steven Kessler, Daniela Kingwill, Jessica Longoria, Amy Merkel, Jessica Pardoe

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.
3. **Cabinet Report.** No report.

Closed Session adjourned at 3:50 p.m.

### OPEN SESSION

Open Session reconvened at 4:54 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **SSEC/BSI Committee.** Canon Crawford brought up several concerns surrounding the new Student Success & Equity/Basic Skills Initiative joint committee:
  - He has concerns about the size and composition of the committee. There are currently 14 administrators and 14 faculty members. It is hard to reach a quorum with such a large group. He suggested that 8 faculty members, 6 administrators, and 2 classified and student representatives would be a more effective composition.
  - The committee is deciding when its meetings will be held and is considering holding one or two large retreats per semester rather than having a regular meeting time. He believes that using "retreats" would most likely negatively affect the ability of faculty to attend.
  - Regarding budgets and financial information, the committee has yet to look at the funding and expenses. There has been no true reporting of funding streams and allocations. It has been said that 80 percent of the funding is now going to staff, and that concerns him greatly. He believes that the practice of transparency and clear documentation is needed. A comparison to other districts' spending would also be useful.
  - The committee's decision-making is conducted using "consensus," but he believes that faculty voice has been ignored and diluted in this process. He would like this practice to be further reviewed.

- Some upcoming important dates: on Dec. 1, the committee will review the proposal for committee function and responsibilities; on Dec. 5, the committee will make a presentation at the Academic Senate.
2. Adjunct Flex Obligation. Sean Martin read a concern on behalf of another faculty member. An adjunct faculty member has been unable to meet their flex obligation due to fire issues. They are requesting a deferment of the requirement until it can be made up next semester.
  3. Zoom Conferencing for General Membership Meetings. Molly Matheson has spoken with several faculty members who would like to attend General Membership meetings but are unable to do so. She would like AFA to consider using Zoom conferencing for future meetings because faculty could participate anywhere as long as they have a log-in address. She believes this would help improve faculty participation and outreach.
  4. AMBP Two Percent Reduction. Paulette Bell read a concern from an adjunct faculty member about the two percent salary deduction for the subsidy of the Adjunct Medical Benefits Program. The member would like AFA to conduct a vote on whether adjuncts are still in favor of this deduction. This is not a matter of taking away medical benefits from fellow faculty members, but this member believes there is a problem with the lack of transparency about the balance of this fund. As the fund reserve continues to grow, there is concern that such a high balance might "disappear" to fund other activities.
  5. Hourly Salary Schedule Steps. Paulette asked AFA for a discussion regarding adding additional steps to the hourly salary schedules.

### 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 November 8, 2017 Executive Council and General Membership meetings as submitted (12 in favor, 0 opposed, 0 abstentions).

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

### DISCUSSION ITEMS

1. **Reassigned Time Request, Spring 2018**
  - Karen asked the Council to review the proposed reassigned time request for Spring 2018. She asked for questions or discussion. There being none, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (12 in favor, 0 opposed, 0 abstentions).
2. **AFA Spring 2018 Calendar**
  - Karen asked the Council to review the draft Spring 2018 Calendar. She added that we have recently scheduled the fall make-up retreat for Sunday, Jan. 21 from 10:00-3:00, at the Santa Rosa Country Club. She asked for questions or discussion. There being none, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (12 in favor, 0 opposed, 0 abstentions).
3. **AFA Appointee to the Equal Employment Opportunity Advisory Committee (EEOAC), Spring 2018**
  - Karen explained that we have a new vacancy on this committee. It meets on the 1<sup>st</sup>/3<sup>rd</sup> Fridays, from 10:00-12:00. Julie explained that AFA needs a contract-minded representative to keep an eye on things. The committee is currently working on the implementation of the current EEOAC plan. They will also be revising the whole plan in the next couple years. Please forward the names of any possible representatives.
4. **Election of Vice President of Petaluma, Spring 2018**
  - Karen explained that this position was unfilled this semester. Nominations are now open for a candidate to serve during Spring 2018. Nominations will remain open until we vote at our next meeting. Erin Sullivan was nominated.

### ACTION ITEMS

1. **CGO Support & Training Position, Spring 2018**

- Karen explained that nominations for this position were opened at the last meeting. She called for further nominations. There being none, a motion was made, seconded and approved by unanimous voice vote to appoint Steven Kessler, contract faculty in the Biological Sciences department, to the CGO Support & Training Position for Spring 2018 (12 in favor, 0 opposed, 0 abstentions).
2. **Reassigned Time Request, Spring 2018**
    - This item was moved from a Discussion Item. There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to approve the Reassigned Time Request for Spring 2018 (12 in favor, 0 opposed, 0 abstentions).
  3. **AFA Spring 2018 Calendar**
    - This item was moved from a Discussion Item. There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to approve the Spring 2018 AFA Calendar (12 in favor, 0 opposed, 0 abstentions).

### OTHER REPORTS

1. **President's Report.** Karen reported on the following items:
  - There is a new committee called *fitSRJC*. It is charged with developing a wellness program for faculty and staff. It is now officially a standing committee and we have an AFA representative position. Unfortunately, the committee meets during our AFA meeting times. Please forward the names of any possible representatives.
  - We will also need to update the AFA District Committees Policy to add *fitSRJC* to the list.
  - The faculty staffing announcement this week caused a great deal of conversation and debate at the DCC/IM meeting. The first list said they were replacing retirees with seven new positions, but of those seven, only one was really a new position. The department chairs objected vociferously, and a new list came out today adding two more real retirement replacements.
  - If you would like to make a presentation at an AFA Council meeting, please contact me or staff so it can be added to the Agenda.
2. **Treasurer's Report: October 2017.** Sean reported on the following items:
  - The *Conference & Travel* expense was for the final CCCI conference expenses.
  - *Professional Dues: FACCC* was for two months of dues.
  - *Professional Dues: Other* and *Professional Fees: Other* were our annual Bay Faculty Association dues and CCCI dues and advocate contribution.
  - We made our annual *Rent* payment this month.
  - The [\*Janus\*](#) case is coming. Please help to get more faculty signed up as members.

The meeting was adjourned at 4:26 p.m.

Minutes submitted by Carol Valencia.