

## EXECUTIVE COUNCIL MEETING MINUTES

May 13, 2020

(Approved by Executive Council on August 26, 2020)

Executive Councilors present (noted by \*):

*Sean Martin, <i>presiding</i>	*Deirdre Frontczak	*Matthew Martin	*Karen Stanley
*Ashley Arnold	*Robert Jackson	*Jacqueline McGhee	*Erin Sullivan
*Paulette Bell	*Steven Kessler	*Bud Metzger	*Kat Valenzuela
*Shawn Brumbaugh	*Laura Larqué	*Jessica Paisley	*Sarah Whylly
*Claire Drucker	*Erica Lohne	*Margaret Pennington	

Negotiators/Appointed Positions present: Mark Ferguson, Karen Frindell Teuscher, Warren Ruud, Julie Thompson

Staff members present: Carol Valencia

The meeting was called to order at 3:03 p.m., via Zoom Conferencing.

### CLOSED SESSION REPORTS

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

Closed Session adjourned at 3:50 p.m.

### OPEN SESSION

Open Session reconvened at 4:01 p.m.

#### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. A Councilor reported that her colleagues are asking about an update on AFA negotiations. She asked what can be shared about current negotiations. Sean replied that the team is negotiating many provisions, mostly surrounding the District's decision to move to remote instruction and the effects of that decision (e.g., compensation, workload, class size, trainings, evaluations, sabbatical leaves, PGI, leaves, and flex credit).
2. A Councilor asked about the decisions of the District with respect to evaluation observations and compensation for transitioning courses to online instruction. Sean reported that both of those items are on the list of items currently being negotiated. He added that AFA is protecting faculty from negative evaluations due to the transition to remote instruction and is also making headway on the compensation issue.
3. A Councilor asked if fall virus predictions should change (for the better), could instruction be moved to hybrid or full face-to-face instruction? Sean responded that he's not sure about the status of the District's thinking on that question. However, once the fall schedule is published, it's a commitment to the students so cannot be changed. As a result, any decisions need to be made before the schedule is electronically published.
4. A Councilor read a letter submitted by the Behavioral Sciences department regarding a lack of coordinated planning for the rest of the academic year. Further, things like scheduling, professional development, and social distancing should be done in a collective approach rather than an individual

one. Sean responded that AFA is not legally permitted to put a plan forward (due to the scope of bargaining and the District's rights), but we are doing our best to work collaboratively with the District to balance individual and collective rights.

## MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the April 22, 2020 Executive Council meeting as submitted (17 in favor, 0 opposed, 0 abstentions).

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

## DISCUSSION ITEMS

### 1. Thank you to Outgoing AFA Councilors/Officers

- Sean announced that we have several people leaving us at the end of the semester, and we would like to thank and recognize them. Erin Sullivan has been the Vice President of Petaluma and Councilor for number of years during difficult times. Robert Jackson has been on the Negotiations Team, acted as Budget Analyst and served as Adjunct Cabinet Rep. His work and representation has been invaluable. Julie Thompson has held almost every job at AFA over the years. She has been President, Conciliation-Grievance Officer, Chief Negotiator, Publication Coordinator, and a long-time Councilor. She has served AFA during very difficult times: the recession, the negotiations impasse, and numerous emergency situations including the current one. Thank you to all—you will be missed.

### 2. Review of Member Concerns (Feb. 2019-April 2020)

- *Request for faculty to be permitted use of Health Center services.*
  - According to Ed Code, the board can charge students a fee to have access to the center. There is no provision for the board to charge others a fee in order to have access.
- *There were numerous member concerns regarding a perceived division among the faculty assigned to Santa Rosa and Petaluma campuses and the need for faculty unity.*
  - AFA represents all faculty. All are valued and equal. We want that to be preserved, strengthened and enhanced. We want a unified faculty. Efforts were made to begin to mend this divide. Several AFA officers met with the Petaluma faculty on their campus. We intend to continue those interactions. We have high representation on the Council of Petaluma faculty (Councilors and Officers). At our Retreat in February, we generated ideas for how to build bonds; this is an ongoing effort.
- *Concerns about extra-contractual requirements for faculty in DRD and Counseling involving the Scheduling and Reporting System (SARS).*
  - This spring we delivered a "cease and desist letter" to the deans of DRD and Counseling. We also met with the VPSS, and he agreed to stop some of the problematic practices. The District must negotiate any items that are non-contractual requirements on faculty.
- *Concern regarding inadequate campus lighting during evening hours.*
  - This is an ongoing issue. AFA discussed this with the District, and they made some improvements. We continue to negotiate safety issues and some will be addressed during our sessions this summer.
- *A concern was raised regarding the inadvertent or otherwise wrongful removal from Length-of-Service (LOS) lists of faculty who were be protected through fall 2021 by a negotiated agreement to preserve positions on the LOS lists during the reduction on the schedule.*
  - There is a temporary extended time for adjuncts to remain on the LOS lists. This was negotiated during the impasse. Some of the terms are ambiguous so we are seeking clarity in negotiations. If chairs have questions or faculty have questions, we will look into any individual cases, as needed.
- *A concern was raised regarding Sign-in sheets for Professional Development activities.*
  - Faculty should not have to sign in to record attendance at PDA days. We are trying to eliminate this extra hoop. The Professional Development Committee made changes to PDA day sign in requirements, but more needs to be done to add all the group activities to faculty portals.
- *Concern regarding the inability to lock doors during the lockdown last fall.*
  - We have begun to discuss this in negotiations. The District has been addressing some of the issues, and we recently signed a surveillance MOU. We will continue to negotiate the terms of

safety measures. We hope to write a new article that will address all “disasters”—that is our long-term goal.

- *Following Gov. Newsom’s decision to veto a bill regarding maternity leave, a member requested that the AFA negotiations team work to improve the current maternity leave.*
  - Our long-term goal is to have more generous provisions in place. The Governor promised more work on this issue.
- *Concern that administrators were allowed to delay retirement until the end of the academic year and still take advantage of the ERI while faculty were denied this option.*
  - Some administrators delayed their retirement date to be after December. We demanded that faculty be given the same option, and one faculty member did take advantage of it.
- *Concern about evaluations of online classes. Though observers are restricted to evaluating a specific part of a class, the observer typically has open access to the evaluatee’s online class.*
  - We are still working on this one.
- *A concern was raised about the practice of interfering with the job announcements for faculty positions by the Human Resources department.*
  - Board Policy 4.3.2P, if violated, is grievable. Contact AFA if you feel your announcement is being interfered with. The Senate is also working on new hiring policies, so please speak with your Senators.
- *A concern was raised regarding inconsistencies in the reassigned time for the study abroad program.*
  - We are trying to reel in all the special assignments so that they can be negotiated and applied uniformly. We are developing special assignment MOUs one at a time.
- *A concern was raised regarding the increase in time faculty spend in addressing email and other electronic work.*
  - We surveyed the faculty about this in 2017. The results were that 156 contract faculty responded that they have had a 15 percent increase in workload overall. We will be getting back to negotiating this.
- *Emergency School Closures. A member concern was raised regarding the academic calendar. A plan is needed to account for future school closures (especially during the fall semester fire season).*
  - We hope that the new disaster article, once written, will address this. We recognize the need for this and share the concern.

### **ACTION ITEMS**

#### **1. Appointment of AFA Representatives to District-wide Committees, 2020-21**

- Sean explained that, in order to round out our slate of representatives, we have two uncontested appointments to approve:
  - Kat Valenzuela (Mathematics) for the PGI Committee; and
  - Jake Aharonian (English) for the Integrated Student Success Committee.
  - A motion was made, seconded and approved by unanimous voice vote to appoint these representatives (17 in favor, 0 opposed, 0 abstentions).
- Sean explained that we have a contested race for *fitSRJC* with four nominees for one seat. Statements for the nominees were in the meeting packet. Erin Sullivan spoke on behalf of Brianna Scott since she was the AFA representative this last year. Councilors voted by secret ballot, voting to appoint Brianna Scott (Behavioral Sciences).
- Sean explained that we also have a contested race for the Sustainability Committee with two nominees for one seat. Statements for the nominees were in the meeting packet. Councilors voted by secret ballot, voting to appoint Crystal Chaidez (KAD).

### **OTHER REPORTS**

#### **1. President’s Report.** None.

The meeting was adjourned at 5:07 p.m.

Minutes submitted by Carol Valencia.