

## EXECUTIVE COUNCIL MEETING MINUTES

November 13, 2019

(Approved by Executive Council on December 11, 2019)

Executive Councilors present (noted by \*):

*Karen Frindell Teuscher, <i>presiding</i>	*Claire Drucker	*Molly Matheson	*Karen Stanley
*Filomena Avila	*Deirdre Frontczak	*Bud Metzger	*Kat Valenzuela
*Paulette Bell	*Mike Ichikawa	*Terry Mulcaire	*Michelle van Aalst
*Shawn Brumbaugh	Robert Jackson	*Jessica Paisley	*Sarah Whylly
*Dianne Davis	*Sean Martin	*Margaret Pennington	

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

Councilors-Elect present: Matthew Martin

Staff members present: Carol Valencia

The meeting was called to order at 3:07 p.m. in Emeritus #1678, 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 3:55 p.m.

### OPEN SESSION

Open Session reconvened at 4:04 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Bud Metzger raised a concern about the lack of leadership by College President, Frank Chong.
2. Julie Thompson made an announcement about the upcoming Faculty Forum on campus closures and safety. It will be held on Monday, Dec. 2, at 3:00 pm. Details will be forthcoming via email.
3. Paulette Bell raised a concern brought by an adjunct faculty member who is being evaluated this semester. The peer evaluator wants open access to the evaluatee's online class, but the Contract restricts that access to "approximately one (1) week of online learning or one (1) module of teaching." (Art. 14B.11.B.1) She asked how the access is limited. Julie responded that the AFA negotiations team has requested an interpretation of that section of the Contract. Sarah Whylly added that once a person is granted access to someone's course on Canvas, s/he will have access to the entire course. One solution is for a faculty member to set up an empty shell course on Canvas and put the one module into it. Karen added that due to the recent campus closures, the teams may be off on the "recommended" deadlines but still must meet the "mandatory" ones.

### MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the October 23, 2019 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. Spring 2020 AFA Reassigned Time Proposal**

- Karen projected the spring reassigned time proposal and noted the following changes from the fall: increase to notetaker time (from 0 to 5 percent); decrease of TREG Negotiator time (from 20 percent to 15 percent). She asked for discussion or questions.
- There being none, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (17 in favor, 0 opposed, 0 abstentions).

#### **2. Draft AFA Spring 2020 Calendar**

- Karen projected the draft calendar for Spring 2020. The Retreat date was added today based on the recent Doodle Poll results. The date will be Friday, Feb. 28. There was a discussion regarding the possible conflict with Friday retreats for Councilors who have allied assignments on Fridays. Karen asked for further discussion or questions.
- There being none, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (17 in favor, 0 opposed, 0 abstentions).

#### **3. North Bay Jobs with Justice Membership**

- Sean Martin explained that he and Karen recently met with Marty Bennett, recruiter for North Bay Jobs with Justice. It's a group of labor/community groups that pool their resources to support one another. As part of membership, a certain number of "Pledges" of active support would need to be signed. We would like to invite their Executive Director, Mara Ventura, to speak to the Cabinet and Council. The Council expressed support of this next step in exploring membership. Membership would cost about \$500/year.

#### **4. Spring 2020 Committee Representative Replacements: Fringe Benefits and Sabbatical Leaves**

- Karen explained that these vacancies came about due to retirements/sabbaticals of current representatives. These vacancies will be open until filled, so please let staff know if you are interested in either of them.

#### **5. Proposed Changes to Bylaws and Policies regarding Restructuring of AFA Officers and Other Appointed Positions**

- Karen explained that these proposed changes were discussed at our last meeting. She outlined the changes that most people had questions about:
  - The Vice Presidents would be changed to "Executive VP" and "VP of Multisite Affairs," and would receive 20 percent reassigned time each.
  - She would like the Council to consider a name/duties change for the second VP to be the VP of Membership and Outreach to further clarify the different roles. Both VPs would then be representing all faculty.
  - After the discussion about the roles of the Adjunct Cabinet Representative and Adjunct Issues Committee (AIC) Coordinator, she would like to propose language that would allow for two different leadership scenarios. In one scenario, the Cabinet Rep would also be the AIC Coordinator, and in the second scenario, the roles would be held by two different people. The Cabinet Rep would be elected by the entire Council and the AIC Coordinator would be elected by the AIC. If there are two separate people in the roles, then the reassigned time (10 percent) could be split to fairly compensate each person. Another idea is to pay any adjunct Councilors who write articles for the adjunct newsletter via a publication stipend. Adjunct Councilors Jessy Paisley, Margaret Pennington, Paulette Bell and Sarah Whylyly expressed their support of these changes.
  - Sean expressed his support of these changes moving forward. He added that it more clearly shows that all officer positions are open to all faculty (full time and part time and from any District site), and that all officers serve all faculty.
  - Terry Mulcaire added that these changes are called for and appropriate. The process of making the changes has also been inclusive and well-thought-out.

- Karen explained that we will make the language changes for the second VP position discussed above and send those to the Council by Thanksgiving. Any final changes the Council would like to suggest will need to be received in a timely manner, so that we can vote on the final language at our December 11 meeting.

### **ACTION ITEMS**

#### **1. Spring 2020 AFA Reassigned Time Proposal**

- 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 2020 AFA Reassigned Time Proposal (17 in favor, 0 opposed, 0 abstentions).

#### **2. Draft AFA Spring 2020 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 2020 AFA Calendar (17 in favor, 0 opposed, 0 abstentions).

### **OTHER REPORTS**

#### **1. President's Report.** Karen reported briefly on the following items:

- After discussion, the consensus of the Council is to cancel the pre-Thanksgiving meeting (Nov. 27).
- Thanks to the Council for their support of our \$500 donation to the West County teachers who went on strike today. She will come back for approval of an additional donation if they are on strike for over a week.
- She attended the Board meeting yesterday and would like to note the following:
  - The Campaign for College Opportunity (<https://collegecampaign.org/>) has been attending Board meetings around the state demanding that colleges cancel their remedial classes. Senate President Eric Thompson announced to our Board that this is the Senate's purview, so they should beware of falling into this trap.
  - At the last meeting, the Board passed a Project Stabilization Agreement (PSA) for the new science building construction. The two "no" votes were from Trustees Lindley and Kunde. Trustee Burns made some nice pro-union comments at the meeting.
- The solicitation for our Council election has been sent out to all members. Nominations are due by Monday, Nov. 25. Councilors who are up for re-election received an email from staff. The election timeline was moved up because of the move-up of the scheduling timeline by the District. After the election is completed (Dec. 10), the Council will nominate AFA officers, and then vote for them in January.

The meeting was adjourned at 4:57 p.m.

Minutes submitted by Carol Valencia.