



 santa rosa junior college
All Faculty Association

*AFA is working for you.
The strength of faculty working together.*

EXECUTIVE COUNCIL MEETING MINUTES

December 11, 2019

(Approved by Executive Council on January 22, 2020)

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 Whyllly
*Dianne Davis	*Sean Martin	*Margaret Pennington	

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

Councilors-Elect present: Steven Kessler, Laura Larqué, Matthew Martin

Staff members present: Carol Valencia

The meeting was called to order at 3:10 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.

Closed Session adjourned at 3:51 p.m.

OPEN SESSION

Open Session reconvened at 3:52 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Steven Kessler raised a concern related to the relationship between the Petaluma faculty and AFA. He and other faculty members at the Petaluma campus are concerned about faculty cohesion and unity. Some faculty members in Petaluma are concerned that they are not being represented by AFA and that their needs are not being regarded. They would like to have a discussion with AFA leadership to express their needs and opinions. Karen responded that she wants to hear the concerns but also wants to make it clear that the District is doing the re-organization and not AFA. As such, AFA does not negotiate what the deans do (in Petaluma or anywhere else). AFA can only negotiate the "effects on working conditions" from the re-organization. She asked for an invitation for AFA leadership to visit the faculty at Petaluma. Sean Martin added that the administrative organization of Petaluma has been an effort to divide the faculty, and it is working. AFA's hope for the future is to meet the needs of all faculty through the restoration of faculty purview. Terry Mulcaire commented that years ago all faculty used to go back and forth to Petaluma, and there were paid Petaluma faculty "coordinators." Then the District made the decision to take away the money for coordinators while at the same time the "management" positions in Petaluma exploded. In his opinion, this is what has caused the internal faculty friction. Mark Ferguson commented that in the math department they are working hard to create a unified department driven by faculty.
2. Mark Ferguson raised a concern about the practice of interfering with the job announcements for faculty positions by the Human Resources department. This has been especially prevalent lately and

is causing a lot of extra work for departments trying to fill open positions. Karen responded that there is a Board policy on hiring (see [Board Policy 4.3.2P](#)), and if they are violating it, it is grievable. Sarah Whyllly added that the Human Resources department is too involved in what faculty committees are doing. They do not understand the difference between departments and disciplines, and the Senate Equivalency Committee is having issues with members of the HR department getting in the middle of things and causing problems. Karen explained that AFA hopes to negotiate definitions for "departments" and "disciplines" which should help in some of these conflicts.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the November 13, 2019 Executive Council meeting as submitted (15 in favor, 0 opposed, 0 abstentions).

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

ACTION ITEMS

1. **Appointment of Adjunct Councilors due to Uncontested Election (AFA Bylaws, Article II, Section 2.D)**

- Karen explained that we had three candidates for four open positions, so we did not hold an election. Our Bylaws allow us to appoint the candidates when an election is uncontested. She asked for discussion on this item.
- A motion was made, seconded and approved by unanimous voice vote to appoint Paulette Bell, Bud Metzger and Jessy Paisley to a two-year term (2020-22) on the Council (15 in favor, 0 opposed, 0 abstentions).
- She explained that AFA staff will advertise the remaining adjunct vacancy when we come back in January.

2. **Approval of Changes to Bylaws and Policies regarding Restructuring of AFA Officers and Other Appointed Positions**

- Karen explained that we have been discussing these proposed changes to the Bylaws and Policies since our meeting in Petaluma on Oct. 23. The final drafts were sent to the Council in late November and are also in the meeting packet. She asked for further discussion before taking action.
- Sean Martin pointed out a needed correction to the Duties of AFA Officers Policy where the words "Petaluma VP" should be eliminated from number 4 of the Duties of the Vice President of Membership and Outreach. He also asked if number 5 of the same duties list would include outreach with groups such as Jobs with Justice. Karen responded that that type of work would probably more appropriately go under number 6 ("Performs other specific, one-time duties as directed by the Council or Cabinet."). There was a discussion about the words "one-time" and whether they should be omitted from job duty number 7 for the Executive VP and job duty number 6 for the VP of Membership & Outreach.
- With the three corrections above, a motion was made, seconded and approved by unanimous voice vote to approve the revised Bylaws and Policies (see <http://www.afa-srjc.org/documents.shtml>) (15 in favor, 0 opposed, 0 abstentions).

3. **Replacement of AFA Representatives to District-wide Committees for Spring 2020: Fringe Benefits, Sabbatical Leaves**

- Karen explained that we are still looking for volunteers to fill these vacant committee seats. The Fringe Benefits committee meets very infrequently, and the Sabbatical Leaves committee is a positive group that meets on Mondays from 3:30-5:00 twice per month. These vacancies will remain open until filled.

DISCUSSION ITEMS

1. **Thank You to Retiring/Outgoing AFA Officers and Councilors**

- Karen explained that we have several people who are retiring in December. She recognized and thanked Dianne Davis, Molly Matheson and Terry Mulcaire for their long service to AFA.
- Sean thanked Karen for her four years of service as the AFA President and presented her with the updated All Faculty Association President plaque with her name added to it.

2. Nominations for AFA Officers, Negotiators & Other Appointed Positions, 2020-21

- Karen explained that now that our Council elections are completed, nominations for Officers, Negotiators and Appointed Positions will open today and will remain open until we vote on Jan. 22. You can nominate yourself or someone else.
- The following nominations were made:

Position	Nominee(s)
President	Sean Martin
Executive VP	Karen Stanley
VP of Membership and Outreach	
Secretary Treasurer	
Chief Negotiating Officer	Karen Frindell Teuscher
Conciliation Grievance Officer	Marc Bojanowski
Adjunct Cabinet Rep	Claire Drucker, Jessy Paisley
Financial Analyst	
Negotiators	Claire Drucker, Mark Bojanowski, Sarah Whyllly, Mark Ferguson, Warren Ruud

OTHER REPORTS

- 1. President’s Report.** Karen reported briefly on the following items:
 - She gave her farewell statement to the Board of Trustees last night and was forthright about some of the negative things she has experienced as a female faculty leader.
 - She will be resigning her Council seat effective the beginning of the spring semester. The vacancy will be advertised in January.
- 2. Treasurer’s Report:** October 2019. Sean reported as follows:
 - We updated the Office Suite software (*Computer Software & Supplies* expense item).
 - The bulk of the CCCI conference expenses are included in this report (*Conference & Travel* expense item).
 - We paid our annual Bay Faculty Association dues (*Professional Dues: Other* expense item).
 - We paid for our summer reassigned time which was substantial but important to keep things running over the summer (*Reassigned Time* expense item).

The meeting was adjourned at 4:35 p.m.

Minutes submitted by Carol Valencia.