



santa rosa junior college

All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

April 14, 2021

(Approved by Executive Council on April 28, 2021)

Executive Councilors present (noted by *):

- | | | | |
|--------------------------------|----------------------|--------------------|----------------------|
| *Sean Martin, <i>presiding</i> | *Claire Drucker | *Erica Lohne | *Margaret Pennington |
| *Ashley Arnold | *Brenda Flyswithawks | *Matthew Martin | *Karen Stanley |
| *Filomena Avila | *Deirdre Frontczak | *Jacqueline McGhee | *Kat Valenzuela |
| *Paulette Bell | *Steven Kessler | *Bud Metzger | *Sarah Whyllly |
| *Shawn Brumbaugh | *Laura Larqué | *Jessica Paisley | |

Councilors-Elect present: Dawn Urista, Carlos Valencia, Catherine Williams

Negotiators/Appointed Positions present: Marc Bojanowski, Mark Ferguson, Casandra Hillman, K. Frindell Teuscher, Warren Ruud

Staff members present: Carol Valencia

The meeting was called to order at 3:04 p.m., via Zoom Conferencing.

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 3:50 p.m.

OPEN SESSION

Open Session reconvened at 4:04 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. A member announced that the *We the Future Social Justice Conference* has been approved for PGI and flex credit. S/he encouraged all faculty to attend.
2. A Councilor announced that elections for the Senate president is ongoing and, in response to a recently-sent communication to all adjuncts, several responses from adjuncts were received that were heartbreaking: adjunct with a fear of full-time faculty colleagues due to the lack of protections and adjuncts who feel alone and isolated. The Councilor expressed the opinion that AFA needs to help adjuncts to feel secure in their jobs, to see their hard work, and to elevate them. She asked faculty to please support the adjuncts in their departments by acting as an ally and colleague.
3. A Councilor read an email message from a department colleague: The decision of the District to have a largely online offering for the fall is a major disappointment. They are being too conservative. We should be largely on-campus rather than largely online. I have been providing support to my students due to their many struggles with the online environment. Students are avoiding crucial courses and delaying their educational progress. They are also shopping around to other colleges to get their needs met. The faculty, staff and students are suffering. We should be pushing vaccines and safety precautions rather than continuing in this online environment. If SRJC doesn't lead, it will be left behind.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the March 10, 2021 Executive Council meeting as submitted (16 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. Nominations of AFA Representatives to District-wide Committees for 2021-22

- Sean explained that all committee appointments are for one year. Nominations are opened today and will remain open until we vote at our next meeting.
- The following nominations for committee representatives were made:
 - DCC Liaison: Casandra Hillman
 - District Online: Deirdre Frontczak
 - EEOAC: Kat Valenzuela, Laura Larqué, Claire Drucker
 - fitSRJC: Nancy Persons
 - ISSC: Laura Larqué
 - ITG: Jessy Paisley
 - Parking & Transportation: Catherine Williams
 - Professional Development: Paulette Bell
 - PGI: Mark Ferguson
 - Sabbatical Leaves: Steven Kessler
 - SGA Liaison: Sarah Whyllly
 - Sustainability: Mark Bojanowski

2. Support Letter for Wellpath Healthcare Workers

- Sean explained that this issue came to our attention at a North Bay Jobs with Justice meeting. Wellpath is the company that contracts with the county to provide medical services at the county jails. The healthcare workers in those facilities reported on their working conditions at the meeting: they are understaffed, underpaid (1/2 what other nurses make), have a high turnover (average of 6 months), are unable to address the health needs of the inmates and the safety of nurses, and they have insufficient training. The nurses asked for our support in their effort to engage in collective bargaining with Wellpath to improve their working conditions.
- He asked for discussion of this matter.
- Several Councilors expressed support. The SRJC faculty in the IGNITE program are overwhelmingly in support of the letter. Such a letter would provide support for our students who are in the jail and our former students who are working as healthcare workers there.
- There being no further discussion, a motion was made, seconded and approved by unanimous vote to move this item to an Action Item (17 in favor, 0 opposed, 0 abstentions).

ACTION ITEMS

1. Appointment of AFA Representative to the PGI Committee, Spring 2021

- Sean explained that this committee appointment has been vacant for some time. We now have a nominee and would like to fill this seat in order to allow the PGI committee to approve the applications of faculty members during the spring semester.
- There being no further discussion, a motion was made, seconded and approved by unanimous vote to appoint Mark Ferguson as the AFA representative to the PGI Committee for the remainder of the spring semester (17 in favor, 0 opposed, 0 abstentions).

2. Support Letter for Wellpath Healthcare Workers

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous vote to write a letter of support for the Wellpath healthcare workers (17 in favor, 0 opposed, 0 abstentions).

PRESENTATION

1. Negotiations Update: Fall 2021 (*K. Frindell Teuscher, AFA Chief Negotiator*)

- The Side Letter Agreement for Summer 2021 has now been finalized and posted on the AFA website. All the spring provisions were carried over including leaves and extra compensation. There was also a new provision that allows contract faculty to convert summer hourly load to contract load, if desired.
- She projected a timeline of AFA's actions to bring as many in-person courses during Fall 2021 as possible (based upon faculty desire to teach in-person):
 - April 2: AFA presented its interests to the District in negotiations
 - April 5: Dr. Chong sent a letter to AFA stating his intent for the college to remain largely remote for Fall 2021
 - April 6: Gov. Newsome announced that the state will fully reopen on June 15
 - April 8: Dr. Chong sent a message to the college community regarding his decision for the college to remain largely remote for Fall 2021
 - April 16: Negotiations session with the District regarding the Fall 2021 reopening. AFA plans to advocate for an opt-out for faculty rather than an opt-in for in-person classes subject to the physical limitations of the District
 - April 16-May 21: Fall 2021 Negotiations
 - New evaluation language
 - Revised compensation structure
 - Continuation of leave provisions
- AFA Survey Results:
 - There were 440 responses: 88.9% instructional faculty; and 11.1% allied faculty
 - Question regarding desire to return to in-person instruction: 46.6% Yes; 25.0% No; 28.4% Maybe (depending upon state of the pandemic, safety conditions on campus, vaccination rates and family circumstances)
- Questions & Answers:
 - Q: Have the teams talked about physical spacing and course limits?
 - A: No. We will have to follow the CDC guidelines on those issues.
 - Q: When do you think a final decision will be made?
 - A: We don't know. AFA's role is to develop a process for choosing which in-person offerings will be made so that it will be done fairly.
 - Q: Has there been any discussion about students being served in small offices?
 - A: There has been some discussion of this. We are looking at using larger [unused] spaces for those meetings, if needed to provide proper distancing.

OTHER REPORTS

1. **President's Report.** None.
2. **Treasurer's Report: February 2021.** Jacqueline reported as follows:
 - *Office Supplies & Expenses* was for writing pads and copy paper.
 - *Professional Dues: Other* expense was for our annual Bay Faculty Association dues.
 - *Professional Fees: Legal* expense was lower than last month, as the services ebb and flow.
 - *Taxes: Organization & Penalties* expense was for our annual Franchise Tax Board non-profit filing fee.

The meeting was adjourned at 5:04 p.m.

Minutes submitted by Carol Valencia.