



santa rosa junior college

All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

April 28, 2021

(Approved by Executive Council on May 12, 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 3:05 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 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:03 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Adjunct Medical Benefits Cost.** A Councilor read a message from a colleague asking for the District to pay more toward the Adjunct Medical Benefits Program. This faculty member pays \$1,000 per month to cover her family, adding that full-time faculty have much more contributed by the District on their behalf.
2. **Adjunct Faculty Q&A Session.** A Councilor announced that several adjunct Councilors will be hosting a Q&A session for adjunct faculty before the end of the semester. She asked for wide participation by the other adjunct Councilors and for all faculty to encourage their adjunct colleagues to attend. There will also be a SGA-sponsored unity walk on May 15.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the April 14, 2021 Executive Council meeting as submitted (15 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. **Fall 2021 AFA Calendar**

- Sean presented the fall calendar. The retreat date and the CCCI conference dates will be added as soon as they are known.
- There being no discussion, a motion was made, seconded and approved by unanimous vote to move this item to an Action Item (15 in favor, 0 opposed, 0 abstentions).

2. AFA Summer 2021 Budget for Officer Hours

- Sean presented the proposed budget for summer 2021 officer hours for the review and approval of the Council. These hours will cover any new issues that arise over the summer. It is AFA's intention to avoid negotiating or completing substantial work over the summer.
- Jacqueline explained that summer work is our most expensive, and so we are intentionally cutting the number of hours so that only necessary work is completed in the summer.
- There being no discussion, a motion was made, seconded and approved by unanimous vote to move this item to an Action Item (15 in favor, 0 opposed, 0 abstentions).

ACTION ITEMS

1. Appointment of AFA Representatives to District-wide Committees, 2021-22

- The current list of nominees for committee representatives was reviewed. A call was made for additional nominations.
- The following nominations were made:
 - For Fringe Benefits: Matthew Martin, Erica Lohne, Brenda Flyswithhawks, Ashley Arnold
 - For PDC: Shawn Brumbaugh
- The slate of uncontested appointments was approved by unanimous vote (15 in favor, 0 opposed, 0 abstentions).
- Voting for the one contested appointment (for EEOAC) was conducted via secret ballot using the private chat function of Zoom and counted by K. Frindell Teuscher and Jessy Paisley. Kat Valenzuela was appointed as the AFA representative on the EEOAC.
- The other two nominees will be submitted to the Senate for their consideration for the shared appointment, and the Council will approve that appointee at a later meeting.

2. Fall 2021 AFA Calendar

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous vote to approve the Fall 2021 AFA Calendar (15 in favor, 0 opposed, 0 abstentions).

3. AFA Summer 2021 Budget for Officer Hours

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous vote to approve the Summer 2021 Budget for Officer Hours (15 in favor, 0 opposed, 0 abstentions).

PRESENTATION

1. Latest Negotiation Information: Faculty Rights & Options for In-person Instruction, Fall 2021 (K. Frindell Teuscher, AFA Chief Negotiator)

- Timeline of Events for Fall 2021 Decisions:
 - April 2: AFA presented their interests to the District during negotiations (proposal for opt-out of in-person instruction rather than opt-in).
 - 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. Newsom announced that the state will fully reopen on June 15.
 - April 8: Dr. Chong sent a letter to the college community stating his decision that the college will remain largely online in the fall semester.
 - April 16: Negotiation session with AFA and the District. The District proposed an opt-in process for fall in-person assignments and presented a list of rooms that could be used that would allow for 22 students in 12-foot radius bubbles. That list did not include specialized labs or rooms. The District also created a scheduling template that left rooms empty for 90 minutes between class sessions to allow for cleaning and sanitization. If the guidelines for "bubbles" goes down between now and priority registration, more rooms could be added to this list.

- Faculty Rights for Fall 2021:
 - Faculty have the right to remain remote.
 - Faculty have the right to request that all or part of their instructional assignment be in-person.
 - There is no predetermined number of sections that will be allowed for in-person instruction for departments or programs.
 - If there are more faculty who want in-person assignments than available District spaces, existing department procedures for assigning contract load and Article 16 procedures for assigning hourly load will be followed to select which assignments will be offered in-person.
 - Any sections that are not approved for in-person instruction due to space constraints will be allowed to be synchronous or asynchronous, based upon instructor preference.
 - Issues still to be addressed in negotiations:
 - Process for determining allied in-person services
 - Fall leave options
 - New evaluations language
 - New extra compensation structure
 - Extra pay for chairs for re-making the fall schedule
- Questions & Answers:
 - Q: Some buildings were left off the District's list of available classrooms. What does that mean?
 - A: There are two lists--one for specialty rooms/buildings and one for the rooms that are available to be used by any department.

OTHER REPORTS

1. **President's Report.** Sean reported on the following items:

- Two awards were received by AFA people: K. Frindell Teuscher was awarded the Unsung Hero Award, and Jessy Paisley was awarded the Outstanding Contribution by an Adjunct Faculty Member Award. Congratulations were offered to both.
- We attended the Spring CCCI Conference last week. Highlights from the conference included:
 - J. Michels (president of CCCI) reported on the status of faculty input at the State level. Faculty are being excluded from decisions being made at the Chancellor's Office, the Board of Governors, and Consultation Council.
 - FACCC President Debbie Klein also reported that there is limited faculty input at both the state and local levels. She also presented on the State reform agenda stating that moneyed interests have had a greater and greater voice while the voice of the stakeholders in the system (students, faculty and administrators) is being limited.
 - There is inadequate funding for the California Community College system as a whole such that the needs of our students cannot be addressed.
 - Our attorneys reported that CCSF is conducting faculty layoffs, and their leadership is misrepresenting their budget and acting contrary to law. This is all unfolding in the court system.
 - Upcoming changes to Title 9: the standard for the success of discrimination complaints is getting higher and higher so that it is more difficult to succeed. Our legal counsel also reported on issues related to FERPA and PERB.
 - District reports included how the Federal stimulus dollars are being spent.
 - We heard a legislative update, and there are several bills regarding adjunct faculty and a bill to eliminate CalBright.
- We are supporting the significant equity work of North Bay Jobs with Justice including recent support for the United Farmworkers Union and the county jail healthcare workers. NBJwJ is holding their annual fundraiser on June 5, and he will be asking AFA to make a donation.

2. **Treasurer's Report: March 2021.** Jacqueline reported on the following items:

- The *Postage* expense for the purchase of stamps for office use.
- Our *Professional Fees: Legal* was high this month, but we are still within budget and this high bill is offset by our low fees last month.

The meeting was adjourned at 5:09 p.m.

Minutes submitted by Carol Valencia.