



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

EXECUTIVE COUNCIL MEETING MINUTES

August 26, 2020

(Approved by Executive Council on September 9, 2020)

Executive Councilors present (noted by *):

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

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 3:03 p.m. via Zoom Conferencing.

CLOSED SESSION REPORTS

1. **Negotiations Report.** This report and discussion were conducted in Closed Session.
2. **Conciliation/Grievance Report.** This report and discussion were conducted on Closed Session.

Closed Session adjourned at 4:00 p.m.

OPEN SESSION

Open Session reconvened at 4:03 p.m.

MEMBER CONCERNs WITHIN AFA'S PURVIEW

1. **Compensation for Course Transition.** A Councilor expressed a desire for faculty members to receive additional compensation for their work in transitioning their course(s) to remote instruction and also asked a question about whether faculty are expected to continue teaching their online courses in the midst of evacuations and power outages. Sean responded that, although the compensation for transitioning courses is not enough, it is in line with what other colleges are offering their faculty. Further, the District has agreed that any faculty members who are not able to conduct their synchronous courses are able to make up the time with asynchronous instruction.
2. **Need for Long-term Emergency Planning.** A faculty member expressed thanks for the agreements that were negotiated over the summer and also a concern about the semester-by-semester basis of such agreements. S/he suggested having brainstorming sessions whereby faculty members could share their creative ideas about how to be proactive in preparing for future emergencies in order to make better decisions in the long run. Sean responded that he agreed that we need a permanent proactive approach moving forward.
3. **Mandatory Diversity Training.** A Councilor informed the Council about a discussion at the last Senate meeting about requiring faculty to complete diversity training. Any such training, if mandated, would, of course, need to be negotiated. Sean added that any decision about mandated training would be made by AFA and the Senate since both have purview in such matters.

4. **Clarity on Campus Closures.** A Councilor explained that there does not appear to be any coherent rationale for when the College is considered "closed" and when it remains "open." The College's response to the recent fire evacuations illustrates this point. S/he asked for clarity on the conditions under which faculty teaching obligations will be cancelled.
5. **Decision regarding Spring 2021.** A faculty member asked about the timing of the College's decision about whether or not we will reopen for the Spring 2021 semester since planning is now underway by departments. Sean responded that it is the District's right and responsibility to make that decision, and we hope to hear something definitive soon.

MINUTES

There being no corrections or additions, the Council unanimously approved motions made and seconded to approve the minutes from the May 13, 2020 Executive Council and General Membership meetings as submitted (17 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. AFA Representative to a District-wide Committee for 2020-21: Petaluma Faculty Forum Liaison

- Sean explained that we need to make an appointment for this position because our designated liaison (the VP-Petaluma) is no longer an officer position. There is one nominee, Steven Kessler. He asked if there were any other nominations. Hearing none, a motion was made, seconded and approved by unanimous voice vote to appoint Steven Kessler as the AFA liaison to the Petaluma Faculty Forum (17 in favor, 0 opposed, 0 abstentions).

2. CCCI Fall Conference Attendees (Oct. 22-24, via Zoom Conferencing)

- Sean explained that this conference is very beneficial, and we normally limit attendance to four people because of the cost. Because it should be significantly cheaper this semester, we would like to open it up to more than four people attending. Please let AFA staff know by Sept. 9 if you're interested in attending.

3. Fall 2020 Meeting Schedule

- Sean explained that the schedule of meetings is at the bottom of every Executive Council meeting agenda. Also, please note the early date for our fall retreat: Sunday, Sept. 13.

4. Approval of Excess Summer Hours for Negotiators

- Sean explained that we asked the Council to approve additional hours in the middle of the summer, and we are now asking for more hours for the work of our negotiators. The backup for this request is in the packet, but we are seeking approval of 56.75 additional hours. He asked for questions or discussion. Hearing none, a motion was made, seconded and approved by unanimous voice vote to approve an additional 56.75 hours for negotiator summer work (17 in favor, 0 opposed, 0 abstentions).

5. AFA Endorsement of Fall Ballot Measures: Propositions 15 & 16

- Sean explained that the SRJC Board of Trustees recently voted to endorse these fall ballot measures, and we have been asked to consider adding our endorsement. We will look at each measure separately. Further, we can either vote to endorse/not endorse today, or we can decide to put that decision off until our next meeting.
- Regarding Prop. 15: This proposition would require that the property tax assessment on commercial properties be at the actual value of the property. The additional taxes would raise revenue for K-14 districts and county education offices. Certain properties, such as agricultural acreage, are exempt from this change. Sean called for discussion on this item. (For more information on Proposition 15, see [https://ballotpedia.org/California_Proposition_15,_Tax_on_Commercial_and_Industrial_Properties_for_Education_and_Local_Government_Funding_Initiative_\(2020\)](https://ballotpedia.org/California_Proposition_15,_Tax_on_Commercial_and_Industrial_Properties_for_Education_and_Local_Government_Funding_Initiative_(2020))).
 - Several Councilors and guests expressed support of the endorsement of this measure, citing it as a long-needed rollback of the effects of Proposition 13 on education in California.
 - There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (15 in favor, 0 opposed, 2 abstentions).

- Regarding Prop 16: This proposition would repeal Proposition 209 (1996) that made affirmative action in California illegal. It would allow California to implement affirmative action up to the limits set in Federal Law. (For more information about Proposition 16, see [https://ballotpedia.org/California_Proposition_16,_Repeal_Proposition_209_Affirmative_Action_Amendment_\(2020\)](https://ballotpedia.org/California_Proposition_16,_Repeal_Proposition_209_Affirmative_Action_Amendment_(2020))).
 - Several Councilors and guests expressed their support of the endorsement of this proposition, citing the benefit to our students, community and nation. AFA's support would also recognize the discrimination of groups in the past and help level the playing field for faculty applicants.
 - Concerns expressed by the Council included the "tokenization" of affirmative action faculty hires, the lack of support for diverse faculty who are hired by SRJC, the need to ensure that all faculty members are hired primarily for their qualifications, concern over the Human Resource department's role in implementing affirmative action, and the economic and social barriers to retaining diverse faculty.
 - There was a discussion about the role of AFA in addressing any instances of racism toward faculty at SRJC.
 - There being no further discussion, a motion was made, seconded and approved by voice vote to move this item to an Action Item (15 in favor, 0 opposed, 1 abstention).

ACTION ITEMS

1. AFA Endorsement of Fall Ballot Measures: Propositions 15 & 16

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by voice vote to approve the endorsement of Proposition 15 (2020) (15 in favor, 0 opposed, 2 abstentions).
- Further, a motion was made, seconded and approved by voice vote to approve the endorsement of Proposition 16 (2020) (15 in favor, 0 opposed, 1 abstention).

OTHER REPORTS

2. **President's Report.** Postponed due to time constraints.

3. **Treasurer's Report:** *April, May and End-of-Year 2019-20.* Postponed due to time constraints.

The meeting was adjourned at 5:10 p.m.

Minutes submitted by Carol Valencia.