

EXECUTIVE COUNCIL MEETING MINUTES

September 23, 2020

(Approved by Executive Council on October 14, 2020)

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	

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 3:01 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 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **All Staff Listserve Access.** A Councilor brought forward a concern from a colleague about the decision to eliminate access to the All Staff Listserve. The member feels severely muted by this unilateral decision and is seeking information about the format and timeframe for the promised alternative forum.
2. **Post-COVID Remote Allied Services.** A Councilor brought forward a question from an allied colleague regarding the possibility of a continuation of remote/online allied services after the COVID emergency. Sean responded that any decisions regarding scheduling and the format of assignments will happen at the department level rather than being negotiated by AFA.
3. **All Staff Listserve Access.** A Member brought forward a concern, stating that the decision to suspend access to the All Faculty Listserve without consultation with the major SRJC constituent groups is cause for scrutiny and question.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the September 9, 2020 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. **Suspension of Professional Conference Attendance Policy for Fall 2020 CCCI Conference**

- Sean explained that AFA's Policy limits attendance at the CCCI conferences to four persons, and there is a procedure for selecting the attendees. Because the cost will be substantially lower this fall (due to the Zoom Conference format), we would like to allow all seven of the people who expressed interest to attend.
- There was a discussion about whether AFA members can pay their own registration fees and be allowed to attend. One member is interested if that is an option.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (16 in favor, 0 opposed, 0 abstentions).

2. **Support of SRJC Land Acknowledgement Statement**

- Brenda Flyswithawks gave a brief summary of the purpose of this Statement. The group is seeking the Board of Trustees' approval during its October meeting. This statement is a gesture but needs action behind it to make it more meaningful. She read the Statement and the Commitment aloud for the Council and guests (see <http://www.afa-srjc.org/Misc/SRJC%20Land%20Acknowledgment.pdf>). Brenda and her colleagues hope that the statement, if approved by the Board, will be featured prominently somewhere on the SRJC website with a link to more information about it. They are seeking AFA's support of the statement.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (16 in favor, 0 opposed, 0 abstentions).

3. **Committee Report: SGA (Sarah Whyly)**

- Sarah described the recent issues in the Student Government Assembly (SGA) whereby the president was removed by the Student Affairs department followed by the instatement as president of the runner-up in last year's election. Further, the former president has been banned from attending all SGA activities for the semester. She added that the student who was removed and banned believes that the district did not follow its own procedures and overstepped its authority. Further, the SGA regional parent organization is also getting involved due to the way that the matter was handled. That group is requesting an investigation into the matter.
- Sarah also reported that the district has shown much interest in SGA's budget. They have been encouraging various political groups to come to SGA seeking donations and are also encouraging the appointment of additional "assemblymembers" to the SGA who are then able to request funds from SGA.
- Sean made a clarifying statement about the role of the AFA liaison to the SGA which is to support AFA's mission under our purview. Sarah responded that there are connections between how the District deals with SGA and how it deals with AFA, specifically whether and if it is following its own policies and procedures. Sean affirmed that AFA has an interest in ensuring that the District follows its own rules and policies. He added that AFA would also like to maintain a good relationship with SGA leaders.
- Sarah closed by stating that the students would like the general support of faculty in resolving these issues in a manner that respects their rights.

ACTION ITEMS

1. **Suspension of Professional Conference Attendance for Fall 2020 CCCI Conference**

- 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 suspend the Professional Conference Attendance Policy to allow seven interested people to attend the Fall 2020 CCCI Conference with their registration fees paid for by AFA.

2. **Support of SRJC Land Acknowledgement Statement**

- 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 support the SRJC Land Acknowledgement Statement (16 in favor, 0 opposed, 0 abstentions).

OTHER REPORTS

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

- AFA is following up on a number of faculty complaints regarding unlawful discrimination and harassment. Part of that process has been consultations with various district officers and AFA's legal counsel.
- Regarding the suspension of the All Staff Listserve, this is a change in working conditions and, as a result, is negotiable. Dr. Chong's message cited a court case in support of free speech rights that would protect the messages on the All Staff Listserve. AFA's opinion is that the case they cited is not on point with the conditions. We are pursuing to clarify whether free speech protects the authors of threatening messages directed at individuals. Further, the case they cited states that shutting down everyone's access to a message forum is not a reasonable response but rather constitutes a "heckler's veto"; rather, exercising the district's authority to address the misconduct of the offending parties is the appropriate response. Because this issue falls within the mandatory scope of bargaining, the district is required (and has already agreed) to negotiate the re-opening of access to the Listserve or provide some other mutually agreed to venue.
- AFA is working with the Senate and district administrators to reform the College's committee structure so that it respects faculty purview which is protected by law.
- AFA has received many questions regarding the Fall 2020 evaluation process. We sent out an FAQ this week and are offering a Q&A next Monday for additional questions not covered by the FAQ.
- On Friday, a committee of volunteers will be interviewing a number of SRJC Board candidates. We are also interviewing several candidates for the SRCC board in our ongoing effort to support labor groups in Sonoma County.
- AFA is working on several outreach efforts to campus groups: SGA, BSU, BLAC. We will be sending representatives to their meetings soon in order to listen and learn.
- AFA will be reaching out to the Department Chairs Council seeking an invitation to one their meetings in order to discuss the difficult role of chairs. We want them to know that AFA is here to support them.
- North Bay Jobs with Justice (NBJWJ) is a collection of various labor and community groups in Sonoma & Marin counties. The group has been working on various issues: a minimum wage ordinance, a sick leave ordinance, and funding to support undocumented workers. NBJWJ will be holding an awards celebration on Oct. 16, from 5:30-7:30 pm. The keynote speaker will be Assemblywoman Lorena Gonzalez; she is an exemplar in the state and across the nation in the "equity through labor" movement. More information will be forthcoming on this.

2. Treasurer's Report, July & August, 2020: Jacqueline reported briefly on the following items:

- Our revenue for these two months was roughly \$40,000.
- July and August expenses:
 - *Equipment: Maintenance & Repair* expense was for our quarterly copier charges
 - *Insurance: Worker's Compensation* expense included a rebate in July and then a final bill for our 2019-20 insurance (paid in arrears) in August
 - *Professional Fees: Legal* for both July & August was approximately \$4,450
 - *Subscriptions & Publications* expenses were for our monthly Sonic & Basecamp accounts.

The meeting was adjourned at 4:58 p.m.

Minutes submitted by Carol Valencia.