



santa rosa junior college

All Faculty Association

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

### EXECUTIVE COUNCIL MEETING MINUTES

November 25, 2020

(Approved by Executive Council on December 9, 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        | *Jessy 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 in Closed Session.

Closed Session adjourned at 4:02 p.m.

#### OPEN SESSION

Open Session reconvened at 4:04 p.m.

#### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **CTE Salary Schedule.** A Councilor brought up a concern expressed by a faculty member during a department meeting. The concern is related to the hiring and retention of CTE faculty. Because the minimum qualifications for many CTE positions do not require a Bachelor's or Master's degree, faculty members who want to move to Column B often need to get their Bachelor's degree, Master's degree and an additional 25 units, which places an unfair burden upon them. This also effects more senior faculty members because they cannot move beyond the PGI 20 step without moving to Column B. There is language in Art. 27.01.F that states that this inequity will be addressed as part of negotiations during 2015-17, but this has not happened.
2. **Flagging of External Email Messages.** A Member brought up a concern about the workload implications of the District's recent decision to flag any external messages coming to District email accounts. This change increases faculty workload to a great extent because those messages can no longer be "previewed." All student emails are "external," so this change effects hundreds of messages.
3. **Job Announcements.** A Councilor announced that any faculty on hiring committees should be on the look-out for changes that might be made to their job announcements by the Human Resources department. This Councilor has had announcements where certain lines (referencing AFA) were deleted by HR.

## MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the October 28, 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. **Spring 2021 AFA Reassigned Time Proposal**

- Sean projected the proposal for the Council and guests and explained that the only change from fall to spring semester is an increase of 5 percent in the reassigned time (RAT) for the TREG negotiator position. This position formerly received 10 percent RAT, but we decreased it last year. The workload has increased to such an extent that this increase in RAT is needed.
- 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. **Draft AFA Spring 2021 Calendar**

- Sean projected the draft calendar for the Council and guests and explained that there are no changes in the calendar. Early next semester, we will need to select and announce the date for the spring retreat.
- 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. **Appointment of Executive Council Candidates per AFA Bylaws, Article II, Section 2.D.**

- On November 9, AFA sent out a call for candidates for its annual elections; there were 10 seats open for a two-year term beginning Fall 2021. For the six contract seats, we received five eligible nominations; for the four adjunct seats, we received three eligible nominations. The Council can vote to hold an uncontested election for the open seats, or the AFA bylaws give the option to appoint the eligible candidates. Several Councilors expressed support for an appointment.
- 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).

#### 4. **Support for CalSTRS Fossil Fuel Divestment**

- In August 2020 (see [http://www.afa-srjc.org/1920/Meetings/Minutes/minutes\\_082819.pdf](http://www.afa-srjc.org/1920/Meetings/Minutes/minutes_082819.pdf) ), the Council voted to support the divestment, but we were unable to get a committee together to write a resolution in support. This issue has been raised again by the Sustainability Committee, and they have written a support letter for this purpose. A member of the Sustainability Committee added that the Academic Senate voted to add their support to the letter at their last meeting. The Committee is looking to have a unified faculty voice of support, if possible. Several Councilors expressed their desire to add AFA's support to this effort.
- 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).

#### 5. **Replacement for AFA Representative to the Equal Employment Opportunity Advisory Committee (EEOAC)**

- Sean explained that our current representative on this Committee has had to step down due to a scheduling conflict. He added that this is an important committee, and we are looking for a replacement who will approach meetings with an AFA lens. The meetings are held on the first Friday of the month, from 10:00 am – 12:00 pm. Please consider serving or nominating someone else you think would be suitable. Nominations will remain open until we vote at our next Council meeting.

#### 6. **AFA Endorsements**

- Sean explained that the Council made several endorsements this election season, but only one of them resulted in election success (Ever Flores for SRCC Board of Education). We believe that the endorsement of Flores bought us significant goodwill with SRCC teachers and North Bay Jobs with Justice (NBJWJ).
- He would like to discuss whether we want to continue expending the time and effort needed to do endorsements and, if so, how we can be more successful in the future.
- Several Councilors and guests made suggestions:
  - If our endorsements are made earlier in the election season, they might have greater impact.

- We should take better advantage of our affiliation with NBJWJ to get wider support for our SRJC Board endorsements.
- We could spend money on an ad with the Press Democrat to publicize our endorsements.
- Our SRJC Board candidate ran out of money and signs; that is one reason she was unsuccessful.
- We could be more proactive in asking certain candidates to run. We could reach out to retired faculty or colleagues who live in our District and work at other schools and colleges.
- We could also volunteer to help our endorsed candidates with physical help for their campaigns.
- Sean thanked the Council and guests for their suggestions and noted that it was not suggested that we discontinue making endorsements. These ideas will guide us in the future.

### **ACTION ITEMS**

#### **1. Spring 2021 AFA Reassigned Time Proposal**

- 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 approve the Spring 2021 AFA Reassigned Time Proposal (16 in favor, 0 opposed, 0 abstentions).

#### **2. Draft AFA Spring 2021 Calendar**

- 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 approve the AFA Spring 2021 Calendar (16 in favor, 0 opposed, 0 abstentions).

#### **3. Appointment of Executive Council Candidates per AFA Bylaws, Article II, Section 2.D.**

- 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 approve the following appointments to the Council for the two-year term beginning Fall 2021 (16 in favor, 0 opposed, 0 abstentions):

##### Contract Councilors:

- Erica Lohne, Counseling
- Sean Martin, Philosophy
- Jacqueline McGhee, English
- Carlos Valencia, College Skills
- Kat Valenzuela, Mathematics

##### Adjunct Councilors:

- Claire Drucker, English
- Deirdre Frontczak, Philosophy
- Dawn Urista, KAD

#### **4. Support for CalSTRS Fossil Fuel Divestment**

- 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 add AFA as a named supporter for the divestment from fossil fuel investments by CalSTRS as explained in the letter drafted by the SRJC Sustainability Committee and supported by the Academic Senate (16 in favor, 0 opposed, 0 abstentions).

### **OTHER REPORTS**

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

- He wished the Council and guests a restful break this weekend and thanked them for their dedication as demonstrated by their willingness to attend this meeting on the eve of the holiday weekend.

#### **2. Treasurer's Report: October 2020.** Jacqueline reported briefly on the following items:

- We had significant expenses this month. This is due to our payment of several annual expenses and the clearing out of the books in anticipation of our annual audit.
- Significant expenses of note are:
  - *Computer Software & Supplies* expense was for our annual payroll program subscription.
  - *Conference & Travel* expense was for the Spring 2020 CCCI Conference.
  - *Donations* expense was for the two political candidate donations for our endorsees.

- *Professional Dues: Other* expense was for our annual CCCI dues which was the same amount as last year.
- *Reassigned Time* expense was for our Summer 2020 reassigned time.
- *Professional Fees: Legal* was primarily for advice and research in support of our current grievances.
- *Rent* expense was for our annual rent for the AFA house.

The meeting was adjourned at 5:00 p.m.

Minutes submitted by Carol Valencia.