



santa rosa junior college
All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

March 9, 2022

(Approved by Executive Council on April 13, 2022)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	*Brenda Flyswithawks	*Steven Kessler	*Kat Valenzuela
*Ashley Arnold	*Deirdre Frontczak	*Jessica Paisley	*Sarah Whyly
*Paulette Bell	*Laura Larqué	*Salvador Rico	*Catherine Williams
*Leticia Contreras	*Erica Lohne	*Ivan Tircuit	<i>Associate Vacancy</i>
*Claire Drucker	*Matthew Martin	*Carlos Valencia	

Negotiators/Appointed Positions present: Anne Donegan, Casandra Hillman, K. Frindell Teuscher

Councilors-Elect present: Emily Schmidt

Staff members present: Stephanie Simons

The meeting was called to order at 3:02 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.
3. **Cabinet Report.** This report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:00 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Vaccine mandate and SRJC working conditions. A member stated that the COVID-19 morbidity and mortality data presented by mainstream media was skewed by political motivations. Concerned that the skewed information generated an urgency to create and promote vaccines whose long-term effects may have negative impacts in the future, they find fault in the adoption of SRJC policy that mandates such vaccination.
2. Vaccine mandate and SRJC working conditions. As a microbiologist, a member stated support for the District's vaccine mandate, and AFA's negotiations of the effects of that mandate. The member reports that the vaccines for SARS COV2 were designed to reduce the severity of the infection, associated hospitalizations, and death. The efficacy of the vaccines to stop severe disease, is evidenced by the Provincetown, MA case study published by the CDC. Out of the approximately one thousand vaccinated persons who contracted positive COVID cases, only seven required hospitalization. In rebuttal to a previous member comment, the Canadian COVID Cure Alliance's work is unreviewed and not properly analyzed. If appropriately analyzed, the data would easily show that the chances of contracting COVID are greater among the unvaccinated, as well as are hospitalizations and deaths. When thoroughly assessed, both examples demonstrate the effectiveness of the vaccines. While there may be defensible arguments against a vaccine mandate, they must rely on sound interpretations of the available scientific evidence. It is admirable that AFA is basing its decision making on rigorous and systematically evaluated science.
3. AFA participation in Earth Day celebration. An event organizer and a representative from SGA invited AFA to participate in a street mural project in celebration of Earth Day on April 22. The mural, titled A

livable future for all, will be painted on Elliott Street. Any group or organization is invited to participate, with priority going to groups directly related to SRJC. There is a possibility to partner with other partner union organizations. Further information can be found on the website (<https://studentlife.santarosa.edu/street-mural>).

4. Hyflex PDA presentation. A representative from the Professional Development Committee (PDC) requested that, in the future, PDC be directly contacted to initiate any cancellations of PDA presentations.

MINUTES

There being no corrections or additions, a motion was made and seconded to approve the minutes from the February 23, 2022 Executive Council and General Membership meetings as submitted (18 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. AFA Representatives to District-wide Committees: EEOAC, Enrollment Management Workgroup

Sean explained that there is one opening on the EEOAC and two openings in the Enrollment Management Workgroup. Any AFA member can volunteer to serve on committees, with priority of assignment first being given to anyone on Council. Sean called for nominations.

- The following nominations were made:
 - EEOAC: none
 - Enrollment Management Workgroup: K. Frindell Teuscher, Anne Donegan
- Nominations for EEOAC will remain open until filled.
- The Enrollment Management Workgroup meetings may begin before the next Executive Council meeting. If so, a special vote of the Council will be called.

2. Associate Councilor Vacancy, Spring '22

Sean announced that there is a one-semester vacancy due to a leave of absence.

- The following nomination was received:
 - Emily Schmidt, Humanities and Religion.
- This item was moved to an action item.

ACTION ITEMS

1. Election of Appointed Positions: Associate Cabinet Representative

Sean explained that nominations for AFA Associate Cabinet Representative position opened at the meeting on Feb. 23.

- The following nominations were made:
 - Brenda Flyswithhawks, Behavioral Sciences.
 - Eloisa Colin, Counseling
- Sean called for discussion, and the candidates were recused from the conference during the discussion.
- A comment was made in favor of seizing the opportunity to bring in new perspectives by electing outside of the Council.
- A comment was made in favor of voting for a candidate with experience working with the administration at the college by electing from within the Council.
- A Councilor briefly outlined the many current and upcoming projects expected to be undertaken by the Associate Cabinet Representative elect, and encouraged the election of a strong voice to speak on behalf of the associate faculty.
- Sean asked for further comments. There being none, a vote of the Council was conducted by Jessy Paisley and Steven Kessler via private chat.
- The Council voted to appoint Brenda Flyswithhawks as Associate Cabinet Representative (13 in favor).

2. Associate Councilor Vacancy, Spring '22

- This Item was moved from a Discussion Item.
- Sean called for discussion, and recused the candidate from the conference during the discussion.
- There being no further discussion, a vote of the Council was conducted by Jessy Paisley and Steven Kessler via private chat.

- A two-thirds vote of the entire Council in favor of appointment was not reached. (12 in favor).
- Sean announced that after review and implementation of Action Item 3, a two-thirds majority vote was reached.
- The Council voted to appoint Emily Schmidt to the associate Councilor vacancy (12 in favor).

3. Interpretation and Suspension of the Bylaws: Calculating Council Census

- Sean noted that there is a need to define how census is calculated when there is a vacancy on the Council, and called for discussion.
- Two Councilors made comments in favor of excluding vacancies when calculating the total number of voting members.
- A guest commented that *Robert's Rules* does not consider vacancies or abstentions among the voting members.
- Due to time constraints, the discussion around formal interpretation was tabled.
- A motion was made and seconded to temporarily suspend census calculations that include vacant Council seats, and adopt a temporary interpretation of the Bylaws where vacancies are excluded when calculating the total number of voting members of the Council.
- A vote of the Council was conducted by Jessy Paisley and Steven Kessler via private chat.
- The Council voted in favor of the temporary suspension and interpretation of the Bylaws (15 in favor, 0 opposed, 1 abstention).
- The suspension of Bylaws will be terminated on June 30, 2022 (Bylaws Article VIII.2).

4. AFA Representatives to District-wide Committees: Strategic Plan Coordinating Committee

- This Item was moved from a Discussion Item.
- A vote of the Council was conducted by Jessy Paisley and Steven Kessler via private chat.
- The Council voted to appoint Anne Donegan to the Strategic Plan Coordinating Committee (13 in favor).

OTHER REPORTS

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

- CRPUSD Impasse. AFA sent a letter in support of the teachers in the Cotati-Rohnert Park Unified School District (CRPUSD) who are currently at impasse with their District over contract negotiations.
- FACCC Membership. AFA encourages all faculty to join FACCC as individual members (www.faccc.org/members).
- Hyflex listening session. Faculty contributions to the discussion on March 3 roundly informed AFA's negotiations with the District.
 - Negotiations around hyflex have concluded. Announcement to the entire District will occur when the language is finalized.
 - The PDA session on hyflex was cancelled by the District in compliance with the EERA and consistent with the advice of both the District's and AFA's legal counsels.
- President's Consultation Council. Leaders from the affiliate groups on campus will have representation on this Council, including LFSA, BLAC, APISA, and NAFSA. AFA welcomes discussion from members who participate in these groups to better inform AFA's negotiations on behalf of all faculty.
- Town Hall on Purview. It is strongly encouraged that members review the information on the [College Council webpage](#) found under section "Other Committee Documents" titled *Purview Training Session Recording*.

Presentation

1. **Faculty Rights in the Student Complaint Process.** This presentation was postponed due to time constraints.

Sean offered an apology to presenter Casandra Hillman for postponing the presentation, and extended thanks to everyone for their attendance.

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

Minutes submitted by Stephanie Simons.