



santa rosa junior college
All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

April 13, 2022

(Approved by Executive Council on April 27, 2022)

Executive Councilors present (noted by *):

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

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

Staff members present: Stephanie Simons

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.
3. **Cabinet Report.** This report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:04 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Vaccine mandate and SRJC working conditions. A member expressed concern that SRJC's adoption of a COVID-19 vaccination mandate affects working conditions at SRJC, the fundamental idea of which is inherently biased and prejudiced by world politics and public opinion.
2. AFA participation in Earth Day celebration. A member announced that AFA has been accepted to participate in a street mural project in celebration of Earth Day on April 22. They requested volunteers to assist with planning and painting the mural.
3. AB 1705. A member advised that FACCC has issued a list of talking points about the implications of AB 1705, and the actions people can take to make aware their representatives in the State Senate.

MINUTES

There being no corrections or additions, a motion was made and seconded to approve the minutes from the March 9, 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. Reassigned Time Request

The reassigned time request remains the same as previous semesters. The document was projected for the Council. Sean asked for comments or questions. There being none, this will be an action item at the next Council meeting on Apr. 27.

2. Two-semester Contract Councilor Vacancy, Fall 22 – Spring 23

- The call for nominations ran Mar. 29 – Apr. 8. There are multiple candidates for this vacancy.
- The candidates are:
 - Vince Bertsch, Engineering
 - Casandra Hillman, KAD
 - Donald Laird, Computer Studies
 - Ethan Wilde, Computer Studies
- Discussion regarding appointment or election was opened.
- A motion was made and seconded to fill the vacancy by special election. This item was moved to an action item.

3. Spring 22 - Summer 22 Officer Vacancy: Secretary-Treasurer

This item fills a vacancy due to a leave of absence during summer session. Nominations will remain open until the next Council meeting on Apr. 27.

- The following nomination was made:
 - Leticia Contreras

4. AFA Representatives to District-wide Committees, Sp. 22: EEOAC, Textbook and Instructional Materials, fitSRJC

Nominations are being accepted for these committees. Nominations can also be sent to AFA staff, and will continue to be accepted until the next Council meeting on Apr. 27.

- The following nominations were made:
 - EEOAC: Ivan Tircuit
 - Textbook and Instructional Materials: Emily Schmidt
 - fitSRJC: Salvador Rico

5. Nominations of AFA Representatives to District-wide Committees for 2022-23

- Councilors are asked to serve on at least one committee. Due to time constraints, Councilors will receive the list of positions available via email.
- Councilors were asked to send nominations to AFA Staff.
- All nominations will be presented at the Council meeting on Apr. 27.

ACTION ITEMS

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

- Nominations were opened at the Mar 9 meeting. The list of current nominees was presented, and Sean asked for further nominations.
- There being no additional nominations, the following appointments were made as a slate:
 - Enrollment Management Workgroup: K. Frindell Teuscher, Anne Donegan (15 in favor, 1 opposed, 0 abstentions).

2. Two-semester Contract Councilor Vacancy, Fall 22 – Spring 23

- There are multiple candidates for this vacancy.
- A motion was made and seconded to fill the vacancy by election.
- Sean asked for further comments. There being none, a vote of the Council was conducted by Steven Kessler and Kat Valenzuela via private chat.
- The Council voted to fill the vacancy by special election (15 in favor, 1 opposed, 0 abstention).

OTHER REPORTS

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

- In-person Executive Council meetings in fall. Location TBD and subject to District and County health guidelines.
- Board of Trustees Report. Sean spoke to the Board of Trustees on Apr. 12 regarding two items:

- Support for the continuation of vaccine mandates indefinitely
- AB 1705 – a request of the Board to state opposition to the bill.
- College Council. College Council has started the process of redesigning Shared Governance. AFA's primary interest is to be sure that matters within the scope of representation are handled by the exclusive bargaining agents and not addressed in shared governance bodies. District representatives have a legal obligation to exclude discussion of matters within the scope of representation from committee agendas and also to stop any discussion of matters within the scope of representation that spontaneously occur. Further reports will be made as available.
- AFA Earth Day Mural. Volunteers are needed for this event on Apr. 22 from 9am – 12pm. Please contact Sarah Whyly to volunteer.
- CCCCI Conference. This conference is scheduled for Apr. 21-24. It is an opportunity for AFA to confer with other independent community college unions within the state, FACCC, and legal counsel.
- NBJWJ Voices from the Frontlines. This effort is centered around language justice, disaster insurance and hazard pay for farm workers. AFA representatives are encouraged to attend. The event will be held at 575 Administration Dr., Monday, Apr. 18, 5pm-7pm.
- FACCC updates:
 - AFA supports John Martin in the contested election for the part-time Northern region representative
 - Faculty is encouraged to individually support FACCC by becoming members.
 - FACCC has advocacy resources to help rally against AB 1705.
- Upcoming topics of discussion on 4/27:
 - Fossil Fuel Resolution SB 1173
 - SRJC Sustainability Committee Resolution to End Use of Single Use plastics.

2. **Treasurer's Report: February 2022.** Kat reported briefly on the following items:

- *Expenses*
 - *Computer Software & Supplies* - shows the purchase of a Microsoft Office license for AFA Staff.
 - *Equipment: Purchase* - shows the refund for the staff computer lost in shipping.
 - *Professional Dues: Other* - regular dues were paid to North Bay Jobs with Justice.
 - *Professional Fees: Legal* - There is a small legal fee for the month.

COUNCIL PRESENTATION

1. **Current negotiations topics and AFA interests** (K. Frindell Teuscher, AFA Chief Negotiator).

The following is a list of a majority of the negotiations completed this year.

- MOUs for five Special Assignments: This a new area of negotiation, as special assignments were previously not negotiated by AFA. They include:
 - Construction Project Lead
 - Grant-funded coordinator for bus operator pre-apprenticeship
 - Ethnic Studies: acting chair and advisory group
 - Native American Center Coordinator.
- Definition of "Department" – for academic departments, prevents the formation of appendage-type faculty collectives that exist outside of the protections of the Contract
- Department rights and department membership provisions
- Change classification language from "adjunct" to "associate" faculty
- Move to gender neutral contract language
- Two pandemic working conditions side letters
- Vaccine mandate side letter
- Side Letters.
 - Side Letter – "HyFlex"
 - *Combined modality sections* will be the SRJC descriptor for "HyFlex"
 - Support for absent students
 - The District may provide tech or equipment, if resources allow
 - Faculty members must request to teach theses sections
 - AFA will be notified of those teaching combined modality sections
 - No faculty member will be compelled to teach combined modality sections
 - District may choose not to reassign a faculty member to a combined-modality section.
 - Side Letter – Transition to Post-pandemic operations
 - Expected to be finalized this week

- *Highlights (pending finalization):*
 - Retains trigger language for unsafe conditions
 - Provisions for confined spaces after lifting of mask mandate, e.g., office hours, counseling
 - Reasonable accommodations through HR, ex: health related exemptions to in-person teaching
 - Contract faculty may convert summer hourly load to contract load to remedy a prior contract load deficit
 - Self-evaluations remain unless rejected by chair or last evaluation was a self-evaluation
 - Office hours may be remote (50% for in-person assignments, includes email)
 - Additional compensation on hold until funding update, X factor remains (see Article 17.11.G.5).
 - Deadlines for exemptions and vaccination upload.
- Expected for the T.A.:
 - Voting will begin on May 11, 2022
 - New contract for 2022-2025
 - Rank 10 Salary increase is 3.7%
 - Average – depending on step
 - Subject to May Revise and final state budget
 - Department chair release time recalculation, per formula
 - Interdepartmental transfer process
 - Side Letter Provisions rolled into contract
 - Spring PGI submission option
 - Privacy provisions for online teaching.
- On the table or awaiting response:
 - Associate interview Priority – specifies a number of associate faculty to be invited during the hiring process
 - DEIA Training Requirements
 - Compensation for CE Coordinators
 - Compensation for SLO Assessments
 - Two department mergers in finalization
 - Allied student contact hours specifications
 - PGI Procedures – AFA negotiates procedures, e.g., the process to get PGI approved.
- Questions & Comments
 - Q. When will information regarding the merge between College Skills and Adult Education be available?
 - ⇒ A. Final details, to be determined at an upcoming department meeting, are required to complete this MOU before it is sent to the District for signing. This will be completed in a matter of days up to weeks.

Sean added that there have been programs operating without a Department Chair for years. The negotiations done this year to incorporate these isolated faculty members shows great progress. These faculty members will now be afforded the rights guaranteed by the Contract, instead of receiving disparate treatment. He expressed his gratitude to K. for her conceptualization, organization and determination to complete these negotiations.

Sean concluded by thanking those who attended the meeting, extended an invitation to attend future Council meetings, and wished all a wonderful weekend.

The meeting was adjourned at 4:59 p.m.

Minutes submitted by Stephanie Simons.