



santa rosa junior college

All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

August 25, 2021

(Approved by Executive Council on September 8, 2021)

Executive Councilors present (noted by *):

- | | | | |
|--------------------------------|--------------------|--------------------|---------------------|
| *Sean Martin, <i>presiding</i> | *Deirdre Frontczak | *Jacqueline McGhee | *Carlos Valencia |
| *Ashley Arnold | *Steven Kessler | Bud Metzger | *Kat Valenzuela |
| *Paulette Bell | *Laura Larqué | *Jessica Paisley | *Sarah Whyllly |
| *Claire Drucker | *Erica Lohne | *Karen Stanley | *Catherine Williams |
| *Brenda Flyswithawks | *Matthew Martin | *Dawn Urista | |

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

Staff members present: Carol Valencia

The meeting was called to order at 3:05 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 3:59 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA’S PURVIEW

1. **Unsafe working conditions.** A member raised a concern about unsafe working conditions with teaching on campus. The member asked questions about when a vaccine mandate will be implemented and the reason for the delay in getting it approved, adding that the administration has not adequately planned to protect faculty, students, and our community. Thanks were expressed for AFA’s role in trying to help faculty.
2. **Unsafe working conditions.** A member stated that it’s unsafe for faculty to teach with so many unvaccinated students, and it’s also unsafe for our students. This member does not believe that the District is looking out for the safety of faculty and requests the help of AFA in order to keep faculty safe.
3. **COVID Protocols.** A member relayed that a colleague asked their dean some questions about COVID protocols, seeking concrete information. It’s unclear whether the dean responded, but it is clear that faculty concerns are not being addressed. There are also many issues regarding enrollment and course cancellations that are not being addressed by the District administration.
4. **COVID Protocols.** A Councilor stated that the District’s COVID safety protocols are not being followed, and we need clear communications regarding these important issues.
5. **Canvas for online courses.** A member reported that 60 percent of the faculty members who are teaching online are using Canvas. This member asked whether online instructors could be required to have at least a bare-bones Canvas shell to better assist our students in accessing their online courses.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the May 12, 2021 Executive Council & 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 District-wide Committee for 2021-22: Parking & Transportation

- Sean explained that this is an immediate vacancy due to the resignation of the committee representative over the summer. The committee meets the first Tuesday of the month from noon to 1:00 pm. He asked for nominees for the vacancy.
- There being none, this vacancy will remain open until filled.

2. CCCI Fall Conference Attendees (Oct. 21-23)

- Sean explained that we are not sure if this conference will be held remotely or in person. AFA has a policy that determines the selection process for attendees. Further, if the conference is held online, we can send more people because the cost is less.
- Please submit your interest via email to AFA staff by Sept. 8.

3. Fall 2021 Meeting Schedule

- Sean explained that the meeting schedule can be found at the bottom of each agenda. Please note the fall retreat date which will be Saturday, Sept. 11; it will be held via Zoom.

4. Approval of Excess Summer Hours for Officers

- Sean explained that last spring we approved hours for AFA officers to do necessary summer work. Several officers were under their approved hours and several others went over. Overall, we exceeded our approved total by 2.6 hours. We are seeking approval for those excess hours.
- There being no discussion, this item was moved to an Action Item (17 in favor, 0 opposed, 0 abstentions).

5. Approval of Revised Fall 2021 Reassigned Time Request

- Sean explained that we are revising our fall reassigned time request to add new reassigned time for K. Frindell Teuscher to serve as the Vice President of CCCI. This is a pass-through of funds because CCCI will reimburse AFA for the cost of providing this reassigned time.
- There being no discussion, this item was moved to an Action Item (17 in favor, 0 opposed, 0 abstentions).

6. District Announcement of Mandatory COVID Vaccinations/Testing

- In introduction, Sean explained that the District has announced their intent to mandate vaccinations/testing now and for spring semester. They have the legal responsibility and authority to do so, but they are required to negotiate the impacts and effects of that decision. AFA negotiators met with the District team last Friday hoping to begin those negotiations, but the District team did not have a proposal ready. During the negotiations session, AFA requested that the District schedule an emergency Board meeting to get this matter passed more quickly. Please know that AFA is not stalling or delaying this decision
- Several Councilors expressed confusion about why the District is taking so long to implement this mandate. They are also not implementing their own COVID safety protocols which is putting faculty and students at risk. It's important for faculty to speak out with a united voice.
- There was a discussion regarding the possibility of a vote of no confidence, a resolution of disappointment, or a statement of aspiration.

ACTION ITEMS

1. Approval of Excess Summer Hours for Officers

- This item was moved from a Discussion Item.
- There being no discussion, a motion was made, seconded and approved by unanimous voice vote to approve the revised total summer hours for officers (17 in favor, 0 opposed, 0 abstentions).

2. Approval of Revised Fall 2021 Reassigned Time Request

- This item was moved from a Discussion Item.

- There being no discussion, a motion was made, seconded and approved by unanimous voice vote to approve the revised Fall 2021 reassigned time request (17 in favor, 0 opposed, 0 abstentions).

OTHER REPORTS

1. **President's Report.** Sean reported briefly on the following current items:
 - Regarding the mandatory vaccination decision, AFA will continue to press the District on this and require better communication by them moving forward.
 - AFA will push for the implementation of the District's COVID protocols and believes this is a contractual issue.
 - We need to get clarity from the District regarding any pivots from face-to-face to remote instruction this semester.
 - We are working on a better approach to faculty professional development and the issues of diversity, equity and inclusion.
 - In follow-up to the spring resolution regarding a Cesar Chavez/Dolores Huerta holiday, there are Chancellor's Office policy restraints we must work around, but we hope to move forward on this soon.
 - AFA is forming a committee to address diversity, equity & inclusion within the organization. We will be discussing this topic at our upcoming retreat and at the next Council meeting.
 - He attended the latest SGA meeting, listening to their concerns and introducing the work of AFA.
 - He met with the new faculty (both full time and part time) at their recent orientations.
 - He met with the Department Chair Council regarding their evaluation and scheduling concerns.
2. **Treasurer's Report: April-May, 2021.** Jacqueline reported briefly on the following items:
 - We made a donation to the North Bay Jobs with Justice annual fundraiser in May. We did not budget for this extra donation but were able to accommodate it.
 - The *Equipment: Maintenance* expense in April was for our quarterly copier charges.
 - The *Insurance: Director's & Officers* expense in May was for our annual premium.
 - The *Office Supplies & Expenses* expenditure in April was for office paper pads.
 - The *Professional Fees: Accountant* expense in April covers our annual fees for the audit and tax return preparation.
 - The *Subscriptions & Publications* expense in April was for two months of Sonic (April) and in May for our annual Survey Monkey subscription.

The meeting was adjourned at 5:05 p.m.

Minutes submitted by Carol Valencia.