



santa rosa junior college

All Faculty Association

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

## EXECUTIVE COUNCIL MEETING MINUTES

September 22, 2021

(Approved by Executive Council on October 13, 2021)

Executive Councilors present (noted by \*):

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

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

Staff members present: Stephanie Simons, Carol Valencia

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.

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. Noting course format on Schedule of Classes. A Councilor requested that the Schedule of Classes include a designation of the format of each online course (synchronous or asynchronous) asserting that students need this information when making decisions about their schedules.
2. COVID decisions and government-pharmaceutical ties. A Councilor raised a concern about the COVID decisions being made here and nationwide given that there is a "revolving door" between government officials and the big pharmaceutical companies.

### MINUTES

There being no corrections or additions, a motion made and seconded to approve the minutes from the September 8, 2021 Executive Council meeting as submitted (17 in favor, 0 opposed, 0 abstentions).

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

### DISCUSSION ITEMS

#### 1. Revision to AFA policy: Duties of Appointed Positions

- This discussion item was pulled from the Agenda.

#### 2. AFA Draft Budget, 2021-22.

Sean presented the Draft Budget to the Council with the following comments:

- Last year (2020-21), AFA received \$19,000 less in dues from contract faculty than projected, however adjunct and overload dues were higher than projected.

- AFA funds are kept in stable accounts with low interest rates, so we don't receive a significant amount of income from interest.
- Overall, total revenue for 2020-21 was \$1,960 less than anticipated. A planned increase in outreach and new memberships should help with this issue in the coming year.
- For the upcoming year (2021-22), our expenses in some areas will be higher due to pay raises. However, our dues revenue will also increase due to those raises.
- Changes to several expense items were noted:
  - *Conference and Travel*: This expense was lower last year due to remote conferences for CCCI. However, this spring's conference will likely be in person, so the cost will increase.
  - *Donations*: Donations were made to North Bay Jobs with Justice (NBJWJ), one SRJC Board candidate, and one Santa Rosa City Schools Candidate. AFA does not plan to contribute to candidate races this year.
  - *Equipment Purchase*: These expense items will be increasing this year to provide updates to hardware and software for AFA staff.
  - *Payroll Wages*: This expense item will increase this year due to the hiring and training of an additional staff person.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (17 in favor, 0 opposed, 0 abstentions).

### **3. Negotiations Update, Fall 2021: K. Frindell Teuscher, AFA Chief Negotiator**

- *COVID negotiations*: K. explained that the Side Letter Agreement for Spring '22 is in the process of being finalized. AFA is proposing that all provisions from Fall '21 be preserved and has proposed the following additions to the new Side Letter Agreement:
  - In-person office hours
  - Compensation for in-person curriculum rewrites
  - Extension to allowable break-in-service before removal from length-of-service list through Fall '22
  - Provisions for sabbatical leaves (inadvertently left out of the last Side Letter)
  - Modifications to scheduling to allow for the creation of more in-person courses.
- *Vaccine mandate*: AFA and the District are engaging in "impacts bargaining." K explained that when the District makes a unilateral decision, such as a vaccine mandate, they don't have to negotiate the decision, but AFA can negotiate the impacts of these decisions.
  - Two types of impacts from the vaccine mandate:
    - Vaccine verification and testing protocols for employees (unit members)
    - Implementation of the student mandate.

AFA is awaiting a written proposal from the District, and implementation of the mandate cannot begin until all negotiations are complete with each of the three bargaining units.
- *Other Agreements*: The Fall '21 Side Letter was amended to clarify the use of the FERPA waiver for recording class meetings. It is needed only when sharing the recording outside the class.
- *Article 14B*: The "pay for additional evaluations" provision was extended through this academic year. It includes the following:
  - Faculty are paid for evaluations beyond three per academic year
  - "Evaluations" includes regular, part time, and tenure reviews
  - Self-evaluations are excluded.
- *Pending Items from last year*
  - *Definition of Department, Department Transfer, and Department Rights*: Negotiations will resume October 1.
    - Sean commented that this has been helpful in facilitating the development of new departments, e.g. Ethnic Studies, and the discussion of an MOU to facilitate the appointment of an acting department chair.
    - "Department" was not defined in the Contract allowing the District to create "departments" without chairs.
  - *Changes to PGI*: The District has agreed to some items, but AFA will continue to work on this.
  - *Compensation model for CE coordinators*: The Contract says coordinators are "compensated fairly," but this has not happened. The new compensation model will make it clear how these faculty members will be fairly paid.
- *Upcoming items to be addressed soon*

- *Special Assignment*: Creation of the duties for the acting chair of the emerging Ethnic Studies department. A draft will be sent to the District on October 1.
- *2023-2024 Academic Calendar*: AFA is negotiating the addition of a holiday recognizing Chavez/Huerta. There will be a discussion about how to name the holiday.
- *New Contract Language regarding impacts of construction projects*: There is a need for contract language that addresses the notification of faculty when offices, parking lots, facilities, etc. are not accessible.
- *Discussion*
  - Several faculty members expressed concern that impact negotiations might delay the start of the vaccine mandate.
  - A comment was made expressing concern that in-person classes may be slow to fill because students might be waiting to see what the protocols will be for Spring '22.
  - Some faculty expressed a reluctance to conduct in-person classes, while other faculty are finding ways to make the best of it.
  - A member voiced concern that Student Health Services needs to be faster in communicating the notice of exposure, and the notice when a student has been cleared to return to class after a positive COVID case.
  - The above comments were addressed as follows:
    - AFA is aware of problems with the implementation of COVID safety protocols for this semester, and is urging the District to better implement the protocols, including hiring a qualified COVID manager. AFA is making every effort to make sure the impact negotiations conclude in a timely manner.
    - Sean commented on the article in the Press Democrat about the vaccine mandate and its implementation. (Tornay, K. The Press Democrat. "Santa Rosa Junior College vaccine mandate is in place. Here's how it came to be". September 17, 2021. <https://www.pressdemocrat.com/article/news/santa-rosa-junior-college-vaccine-mandate-is-in-place-heres-how-it-came-t/>).
- *Conclusion*: K. thanked the Council and guests for contributing comments. AFA is working diligently on many negotiated items, that are not COVID-related, that it would like to accomplish this year.

### **ACTION ITEMS**

1. **Appointment of AFA Representative to the Parking & Transportation Committee, 2021-22**
  - There is one nominee for this vacant appointment. Sean called for further nominations.
  - There being no additional nominations, a motion was made, seconded and approved by unanimous voice vote to appoint Brenda Flyswithawks, adjunct faculty member in the Behavioral Sciences department, as the AFA Representative to the Parking & Transportation Committee for 2021-22 (17 in favor, 0 opposed, 0 abstentions).
2. **AFA Draft Budget, 2021-22**
  - 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 Draft Proposed Budget for 2021-22 (17 in favor, 0 opposed, 0 abstentions).

### **OTHER REPORTS**

1. **President's Report.** Sean briefly reported on the following items:
  - *BOT Report*: Though AFA encouraged a vaccine mandate earlier than Spring '22, we are glad to have it for Spring '22 through a unanimous vote of the Board.
  - *Ongoing Outreach to Members on COVID*: Steven is continuing this important outreach.
  - *Diversity, Equity and Inclusion*: AFA is continuing its effort to better represent all faculty. The AFA Fall Retreat focused on this effort which included a discussion about the creation of a committee to make recommendations on how to better incorporate BIPOC faculty so that composition of the AFA Executive Council is more reflective of the diversity of its membership.
  - *Ethnic Studies Department*: AFA is assisting in the creation of this new department.

- *NBJwJ and Haitian Migrants*: A petition calling to end the Federal immigration discrimination toward Haitians and Black immigrants was received by NBJwJ. The AFA Cabinet signed the petition on behalf of AFA. The petition was also forwarded to the faculty.
- *Shared Governance and Labor Law*: AFA is working to bring shared governance into compliance with labor law with an awareness throughout the College of each group's respective purviews.

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

Minutes submitted by Stephanie Simons.