



santa rosa junior college

All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

October 13, 2021

(Approved by Executive Council on October 27, 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 | * <i>Adjunct Vacancy</i> |
| *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 3:03 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 3:59 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Rights of retirees and their placement on the seniority list. A member read a prepared statement addressing perceived inequity in load distribution resulting from retirement seniority provisions. The member asked the AFA Executive Council to consider adopting language in the contract that would support those without retirement privilege.
2. MOU for the Native American Coordinator position. A Council member thanked Sean and the Negotiations Team for the swift negotiations and signing of the MOU for the Native American Coordinator position. The signing befittingly occurred on Indigenous People's Day.
3. PGI negotiations. A Councilor, on behalf of a member, asked for an update regarding PGI negotiations.
4. Hybrid classes and workload. A Council member presented a request from a member. The member suggested the inclusion of language in the contract that would address increased workloads experienced by faculty teaching hybrid classes. Extra preparation time is required when classes are comprised of both in-person and online students.
5. Revised titles for tenured faculty. A Council member related a request from a faculty member regarding titles. The member asked AFA to revisit the discussion about titles for tenured faculty and suggested the following: Assistant Professor, Associate Professor, and full Professor.
6. COVID-19 safety measures: an alternative viewpoint. A Council member read a statement from a faculty member who was unsatisfied with AFA negotiations regarding COVID-19 safety measures. The

member suggested a more thorough consideration of all existing data may have more equitably preserved and defended individual rights.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the September 22, 2021 Executive Council meeting as submitted (18 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. Adjunct Council Vacancy Fall '21 – Spring '22 term. Nominations were completed and a discussion of voting procedures took place. Section 6.B.2 of AFA bylaws allows the Council to fill a vacant seat by either of the following methods:

- a. The Council, by two-thirds vote of the entire Council, may appoint an eligible Member. This appointment shall end when the term of that seat expires.
- b. The Council, by two-thirds vote of the entire Council, may call a special election of the membership. The Council shall determine the terms of the nomination and election procedure. (<http://afa-srjc.org/Misc/bylaws.pdf>).

- The nomination statements were viewed, the names were read, and Sean opened the floor for discussion and comment.
- Candidates were invited to stay during the general discussion, and general members were invited to speak.
- *Discussion and Questions*
 - Five Council members made statements in favor of holding an election, citing this method may be the most equitable to adjunct faculty.
 - Two members made statements favoring an appointment for the following reasons:
 - An appointment may improve the council's diversity.
 - Candidates may sometimes decide to exit from a campaign if they believe they cannot raise their profile.
 - A member asked questions about terms of office.
 - ⇒ This election is a mid-term election to fill a vacated position for the remainder of the original term (Fall 2021 and Spring 2022). Open elections are for full-term Council positions. The call for candidate statements for full-term positions are made in November and terms commence the next Fall term. This allows time for the elections to complete and for the departments to reassign load, when required. The individual that is elected for the mid-term position can submit their intentions again in November for the full-term position.
 - All Candidates were encouraged to complete the election process and to run again should they not be elected during this race.
 - One Candidate encouraged the Council to expedite the election.
 - A Councilor expressed concern that it was a conflict of interest to allow one of the Candidates to speak openly before the vote.
 - ⇒ Sean issued an apology for allowing a Candidate to speak and not directly inviting the other Candidates to make comments.
- Sean called for any further comments. There being none, a motion was made and seconded to move the Discussion Item to an Action Item.

2. Proposed Merger of Executive VP and Secretary-Treasurer Positions.

- A mid-term vacancy for the Secretary-Treasurer position exists. It was proposed that the Secretary-Treasurer position be combined with the Executive VP position. The Executive VP position would gain 5% reassigned time for the increased duties, for a savings of 5% reassigned time.
- Since there will be a vacancy in the Executive VP position in spring, the merger would best be completed before the next Executive VP is installed.
- *Discussion and Questions*

- A Council member stated nomination and election periods are a great opportunity to be mindful about ensuring inclusion.
 - Sean reminded the members that to be eligible for the Executive VP position, the candidate must be an adjunct or full-time faculty and a member of the AFA Executive Council.
 - A Councilor raised questions about what the merger will accomplish.
- ⇒ The consolidation of the two positions is a proposed cost saving measure. Additionally, weight of the duties being reassigned seem to be a reasonable addition to the Executive VP position because former Secretary-Treasurers found the duties required only a 5% time allocation beyond attendance at Cabinet meetings which the Executive VP already attends. Some of the duties for the Secretary-Treasurer position have been taken on by office staff.
- Sean called for any further comments. There being no further comments, a motion was made and seconded to move the Discussion Item to an Action Item.
- 3. Proposed Change to Adjunct Designation.**
- The Adjunct Issues Committee, represented by Jessy Paisley, proposed that the term "Adjunct" be changed to be more inclusive.
 - K. Frindell Teuscher presented considerations and implications of the redesignation from a Contract and Education Code perspective.
 - Jessy, speaking for the Adjunct Issues Committee, requested this Discussion Item be moved to an Action Item to provide adjunct faculty a referendum on the proposed name change.
 - There being no further comments, a motion was made and seconded to move the Discussion Item to an Action Item.
- 4. Update on AFA efforts to Address Diversity, Equity, and Inclusion within the Union.**
- The Council discussed inclusionary and outreach efforts to date, including:
 - Fall retreat – special topic DEI within AFA
 - Negotiations – special assignments to provide language for codifying DEI efforts
 - Professional development – received recommendations from Academic Senate
 - Small group information sessions – by special invitation for new faculty
 - Member Union affiliation with North Bay Jobs with Justice.

ACTION ITEMS

All votes were cast via the direct message chat feature of Zoom. Steven Kessler and Jessy Paisley counted the results of the voting.

- 1. Adjunct Council Vacancy Fall '21 – Spring '22 term.**
 - This item was moved from a Discussion Item.
 - Jessy Paisley announced the vote was overwhelmingly in favor of holding an election.
- 2. Proposed Merger of Executive VP and Secretary-Treasurer Positions.**
 - This item was moved from a Discussion Item.
 - Jessy Paisley announced that Council members voted unanimously to move forward with the proposed merger of the positions of the Executive VP and Secretary-Treasurer.
- 3. Proposed Change to Adjunct Designation.**
 - This item was moved from a Discussion Item.
 - Council members voted unanimously to send a referendum to the adjunct faculty on whether to ask the Executive Council to direct AFA Negotiators to negotiate a name change with the District. The language, to be determined, will be presented at a future Executive Council meeting.

OTHER REPORTS

- 1. President's Report.** None.
- 2. Treasurer's Report: July – August 2021.**
 - This item was pulled from the Agenda.

The meeting was adjourned at 5:17 p.m.

Minutes submitted by Stephanie Simons.