



santa rosa junior college

All Faculty Association

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

### EXECUTIVE COUNCIL MEETING MINUTES

October 27, 2021

(Approved by Executive Council on November 24, 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 3:01 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 3:53 p.m.

#### OPEN SESSION

Open Session reconvened at 4:01 p.m.

#### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. COVID decisions and working conditions at SRJC. A Councilor expressed concern that working conditions at SRJC are being affected by policies developed in reaction to studies that tout incomplete, biased data.
2. AFA outreach. A Councilor reported a positive outcome from the recent outreach meeting with potential new AFA members.
3. Apology: Inequitable representation of BIPOC voices. A statement of apology was issued by two Councilors to BIPOC members, faculty, and Councilors who were offended by the exclusionary presentation of the Outreach and Mentoring Collective's (OMC) recent work at the Executive Council meeting on October 13, 2021.
4. Inequitable representation of BIPOC voices. A Councilor voiced disillusionment with AFA after the proceedings at the Executive Council meeting on October 13, 2021. The BIPOC persons working with the OMC on DEIA should have been granted a space to report about the outreach efforts in which they have directly influenced and participated. The Councilor felt that, as a person of color challenging racism, one may be accused of divisiveness, however it is this Councilor's intention to continue working together to build a stronger union.
5. Midterm rosters. A Councilor presented a member request that AFA revisit the contract requirement for completing midterm rosters given that, with online classes, grades are available in "real time."

6. Inequitable representation of BIPOC voices. A Councilor working with the OMC on DEIA efforts spoke about the injurious exclusion of the BIPOC voice during the discussion of the DEIA outreach efforts since its inception in May 2021. This exclusion is just one of the microaggressions faced by BIPOC persons at SRJC, and they contribute to unsafe working conditions for BIPOC faculty and staff. The conversation of DEIA should shift to be at the forefront of all conversations and should be comprised of actionable items, rather than discourse. An external source for DEIA training should be consulted.
7. Welcome. New members and invited guests were welcomed by a Councilor working with the OMC.

Sean expressed appreciation for those who spoke during Member Concerns, and to the Councilors for their work done on behalf of the AFA.

## MINUTES

There being no corrections or additions, a motion was made and seconded to approve the minutes from the October 13, 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. Contract Councilor Vacancy, Spring 2022

- There are multiple candidates for this vacancy.
- Discussion regarding appointment or election was opened.
- There being no discussion, a motion was made and seconded to fill the vacancy by election. This item was moved to an Action Item (18 in favor, 0 opposed, 0 abstentions).

### 2. Update on the Merger of Secretary-Treasurer and Executive Vice President Positions.

- The merger of the two positions has the potential to reduce expenditures where duties overlap.
- Based on the following information, the merger will be postponed for further evaluation:
  - The State requires the offices of Secretary and Financial officer
  - Constitutional changes require a vote from the full membership, which cannot be completed before the start of the Spring 2022 vacancy.
  - Maintaining separation of offices has the additional benefit of allowing more voices on the Cabinet.
- *Discussion*
  - A member suggested that language can be developed to curtail the redundancies in reassigned time, should any person hold more than one position in the Cabinet.
  - A Councilor suggested that a list of potential cost-saving mergers be presented for review before further discussion of this topic.

### 3. Spring 2022 Officer Vacancy: Executive Vice President.

Nominations for the Executive VP vacancy are now open. This position fills a one-semester vacancy for Spring 2022 semester. Nominations will remain open until the next Council Meeting, on November 24.

- The following nominations were made:
  - Kat Valenzuela – accepted
  - Carlos Valencia – declined

### 4. Spring 2022 Officer Vacancy: Secretary/Treasurer.

Nominations for the Secretary/Treasurer vacancy are now open. This position fills a one-semester vacancy for Spring 2022 semester. Nominations will remain open until the next Council Meeting, on November 24.

- The following nominations were made:
  - Kat Valenzuela – accepted

**5. AFA Representatives to District-wide Committees, 2021-22: EEOAC (AFA Senate Co-Representative); Integrated Student Success; Department Chair Council Liaison; and Budget Planning Committee.**

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 November 24.

- EEOAC is a joint seat with the Senate. Nominees must be accepted by both the Senate and AFA.
- Budget Planning Committee (BPC) has two seats: one for the President or their designee, and one open seat.
- The following nominations were made:
  - EEOAC – none
  - ISSC – none
  - DCC – Dawn Urista
  - BPC – K. Frindell Teuscher

**ACTION ITEMS**

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

**1. Referendum to Change the Adjunct Designation**

- This Action Item sends a referendum with specified language to the Adjunct members of AFA to determine if they would like the Council to direct the Negotiations Team to engage in negotiations with the District to change the Adjunct designation.
- Council members voted unanimously to send the referendum as written.

**2. Contract Councilor Vacancy, Spring 2022.**

- This item was moved from a Discussion Item.
- Councilors voted in favor of holding an election.

**OTHER REPORTS**

1. **President's Report.** Sean briefly reported that several Council members attended this semester's CCCI conference, and the full President's report will be presented at the next meeting. Sean expressed his appreciation for those speaking earlier in the meeting.

The meeting was adjourned at 5:04 p.m.

Minutes submitted by Stephanie Simons.