



santa rosa junior college

All Faculty Association

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

### EXECUTIVE COUNCIL MEETING MINUTES

November 24, 2021

(Approved by Executive Council on December 8, 2021)

Executive Councilors present (noted by \*):

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

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

Councilors-Elect present: Salvador Rico

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

Closed Session adjourned at 4:00 p.m.

#### OPEN SESSION

Open Session reconvened at 4:03 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 published by third parties, who are embroiled in legal issues which undermine the credibility of the reported data.
2. Implications of Social Justice Idealism within the Union. A Member reported their concern with AFA's recent focus on the need for DEI training. The Member stated that AFA should refrain from creating universal requirements for DEI training because universal training does not befit all members of this diverse body.
3. Changes to job announcements. A Councilor encouraged all departments to review any recent job announcements. In their department, they found HR had unilaterally inserted language into the preferred qualifications section.

#### MINUTES

There being no corrections or additions, a motion was made and seconded to approve the minutes from the October 27, 2021 Executive Council meeting as submitted (19 in favor, 0 opposed, 0 abstentions).

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

## DISCUSSION ITEMS

### 1. Spring 2022 AFA Reassigned Time Proposal.

The spring reassigned time proposal was projected. Sean noted there were no changes from the previous semester.

- Sean called for discussion or questions.
- There being none, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (19 in favor, 0 opposed, 0 abstentions).

### 2. Draft AFA Spring 2022 Calendar.

The draft calendar was projected for the Council and guests.

- The spring retreat date is February 27.
- Sean called for any discussion or questions.
- *Discussion or questions:*
  - Q. Will you verify that the retreat is scheduled for a Sunday?
  - A. Yes, the retreat will take place on a Sunday.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (19 in favor, 0 opposed, 0 abstentions).

### 3. Appointment of Executive Council Candidates per AFA Bylaws, Article II, Section 2.D.

On November 8, AFA sent out a call for candidates for its annual elections; there were nine seats open for a two-year term beginning Fall 2022, and nine nominations were received. The Council can vote to hold an uncontested election for the open seats, or the AFA bylaws give the option to appoint the eligible candidates.

- Five nominations were received for the five open contract seats.
  - Four nominations were received for the four open adjunct seats.
- There was a discussion about the appointment of the nine candidates.
- A motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (19 in favor, 0 opposed, 0 abstentions).

### 4. AFA Representatives on District-wide Committee, Spring 2022: Textbook & Instructional Materials.

Nominations for this committee representative are now open and will remain open until the next Council Meeting on December 8.

- The following nominations were made:
  - Dawn Urista - accepted

## ACTION ITEMS

### 1. Spring 2022 Officer Vacancy: Executive VP.

- This Action Item installs a Councilor to the Cabinet position of Executive VP for the Spring 2022 semester.
- Nominations were opened October 27, and a final call for nominations was made.
- Kat Valenzuela was previously nominated and accepted the nomination.
- There being no further nominations, Council members voted unanimously by voice to appoint Kat Valenzuela as Executive VP for Spring 2022 (19 in favor, 0 opposed, 0 abstentions).

### 2. Spring 2022 Officer Vacancy: Secretary-Treasurer.

- This action item installs a Councilor to the Cabinet position of Secretary-Treasurer for the Spring 2022 semester.
- Nominations were opened October 27, and a final call for nominations was made.
- Kat Valenzuela was previously nominated and accepted the nomination.
- There being no further nominations, Council members voted unanimously by voice to appoint Kat Valenzuela as Secretary-Treasurer for Spring 2022 (19 in favor, 0 opposed, 0 abstentions).

**3. Appointment of AFA Representatives to District-wide Committees, 2021-22: EEOAC (AFA Senate Co-Representative); Integrated Student Success; Department Chair Council Liaison.**

- Nominations were opened at the October 27 meeting. The list of current nominees was presented, and Sean asked for further nominations.
- The following nominations were made:
  - EEOAC – Brenda Flyswithhawks
  - ISSC – Leticia Contreras
  - DCC Liaison – K. Frindell Teuscher
- With the changes and additions noted above, the AFA Representatives to District-wide Committees for 2021-22 were unanimously approved (19 in favor, 0 opposed, 0 abstentions).

**4. Draft AFA Spring 2022 Calendar.**

- 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 Spring 2022 Calendar (19 in favor, 0 opposed, 0 abstentions).

**5. Spring 2022 AFA Reassigned Time Proposal.**

- 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 Spring 2022 AFA Reassigned Time Proposal (19 in favor, 0 opposed, 0 abstentions).

**6. Appointment of Executive Council Candidates per AFA Bylaws, Article II, Section 2.D.**

- 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 following appointments to the Council for the two-year term beginning Fall 2022 (19 in favor, 0 opposed, 0 abstentions):

## Contract Councilors:

- Ashley Arnold, Disability Resources
- Anne Donegan, Social Sciences
- Steven Kessler, Biological Sciences
- Salvador Rico, Mathematics
- Michelle van Aalst, English

## Adjunct Councilors:

- Leticia Contreras, Behavioral Sciences
- Brenda Flyswithhawks, Behavioral Sciences
- Jessy Paisley, Counseling
- Emily Schmidt, Humanities & Religious Studies

**OTHER REPORTS****1. President's Report.**

- AFA is working with Senate leadership to develop a workshop to assist adjunct faculty with the application process to apply for full-time faculty positions. The meeting specifics, and a call for volunteer participants is expected to be announced soon via email.
- CCCI Fall Conference update:
  - AFA consulted with the 18 member colleges about their plans for DEIA. Recommendations are being pursued.
  - FACCC presentation: There is a growing list of areas in which faculty are losing ground at the state level. The primary factors in the losses are special interest groups, such as the Campaign for College Opportunity, Lumina Foundation, and the Gates Foundation. Collective bargaining is consistently attacked and presented as an obstacle.

- AFA's District report measured very well against others on points of returning to in-person instruction and direct dealing.
  - Legal Counsel:
    - CCCI's legal counsel alerted CCCI members that many adjunct faculty across the state were denied and/or delayed payments through the failure of the EDD. If faculty at SRJC were denied benefits, they should seek a remedy through EDD.
    - CCCI's legal council gave an update on changes to Title IX made under the Trump administration that remain in effect while the Biden Administration attempts to replace those policies. The current provisions make filing Title IX claims far more cumbersome than under previous rules. Please contact AFA's Conciliation-Grievance Officer if you are experiencing difficulties in filing a Title IX complaint with Human Resources.
  - We received an update on the current status of the Student Centered Funding Formula (SCFF). CCCI met with Dr. Kindred Murillo, former Chair of the SCFF Oversight Committee, and current Interim President at Santa Barbara City College, who provided valuable insight. She acknowledged that the formula remains in need of significant reform, e.g. in addressing the needs of students in affluent districts. Notably, all but six Districts are on "hold harmless" status, indicating the majority of districts would be harmed by implementing the SCFF.
  - CCCI also met with Marty Alvarado, Vice Chancellor of Education Services and Support, and member of the State Equity Task Force. CCCI members raised concerns that no labor organizations were allowed to participate in this task force. The Task Force is recommending dramatic changes to faculty evaluations. These proposed changes are reminiscent of the ACCJC's illegal attempt to require faculty be evaluated on their participation in assessing SLOs. The lawsuit leveled by CFT and supported by CCCI resulted in a settlement, ruling that faculty cannot be evaluated on SLOs. AFA will continue to monitor the task force's progress to ensure that the legal rights of collective bargaining units are honored.
  - Legislative Report:
    - Amendment to AB-897 Community colleges, part-time employees: This Bill sought an 85% load cap for part-time faculty. It passed in the State Legislature without any opposition, but the Governor refused to sign it on the basis of flawed financial data provided by the Campaign for College Opportunity.
    - Assembly Bill 928 was enacted. It requires the alignment of programs and transfer degrees with the UC system. The UC system is not subject to negotiations on this, putting the burden of modification on community colleges.
  - *Comments & Questions:*
    - A Councilor commented that the 85% cap legislation had full support from the State Legislature. It was vetoed because the Campaign for College Opportunity lobbied the Governor directly with an analysis that showed the total amount that would be spent if all adjunct faculty began working at 85% load. FACCC proposed that the governor allocate \$300 million dollars to address the needs of Adjunct Faculty.
- Sean concluded by extending a welcome to new comers, and wished all a good break.

## **2. Treasurer's Report: October, 2021.**

The October Treasurer's Report can be found in the Council Meeting Packet.

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

Minutes submitted by Stephanie Simons.