



santa rosa junior college
All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

January 25, 2023

(Approved by the Executive Council on February 8, 2023)

Executive Councilors present (noted by *):

* Sean Martin, <i>presiding</i>	* Brenda Flyswithawks	* Salvador Rico	* Kat Valenzuela
* Ashley Arnold	* Erica Lohne	* Emily Schmidt	* Michelle van Aalst
* Leticia Contreras	* Steven Kessler	* Ivan Tircuit	* Ethan Wilde
* Anne Donegan	* Siobhan McGregor-Gordon	* Dawn Urista	* <i>vacant associate</i>
* Wayne Downey	* Venona Orr	* Carlos Valencia	

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

Councilors-Elect present: Patricia Young

Staff members present: Stephanie Simons

The meeting was called to order at 3:07 p.m. in Doyle 4520, on the Santa Rosa campus and 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 4:00 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **SLO requirements.** A member requested clarification of the message delivered by AFA to the Academic Senate on November 30, 2022 regarding the agreement reached between the California Federation of Teachers (CFT) and the Accrediting Commission for Community and Junior Colleges (ACCJC). Sean corrected the misperception that the legal settlement only applied to evaluations. The legal settlement also agreed not to interfere with the collective bargaining process of community colleges.
2. **Equitable pay for Union representatives.** A Councilor expressed concern that officers of the union get paid at their individual base hourly rate, but that is not equitable as some persons will always be paid more than others although they may serve in the same position.
3. **ADA compliance.** A Councilor explained that their classroom does not have enough seats for all students enrolled, yet the room is packed full of desks. In fact, it is so packed full of desks that there would be no room for a single student with a mobility aid, service animal or ASL interpreter. The Councilor asserts this is a clear violation of ADA. The lack of space in the room does not allow the Councilor to reconfigure the room to teach as they would prefer, thus infringing on their academic freedom. The Councilor asserts that associate faculty aren't adequately paid for prep time: designing a new prep, lesson planning, assignment and assessment design, selecting readings, providing feedback on and grading student work. The Councilor stated that all of these issues could be helped with smaller class sizes, as determined by disciplinary best practices and pedagogy.

MINUTES

A correction to the minutes was requested. A motion was made and seconded to approve the minutes, as corrected, from the November 30, 2022 Executive Council and General Membership meetings (18 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

DISCUSSION ITEMS

1. CCCI Spring Conference Attendees (April 20-22)

- Sean explained that the conference will be held in San Francisco. It is an opportunity to consult with other independent community college unions. AFA pays for four attendees, and has a policy that determines the selection process for attendees. Those not selected for the paid attendance slots, may have their registration reimbursed by AFA pending a vote of the Council.
- The policy on how the benefit is allocated can be found on the AFA website: http://www.afa-srjc.org/Policies/professional_conf.pdf.
- Please submit your interest via email to AFA staff by February 10.

2. AFA Representatives to District-wide Committees: Guided Pathways, SGA, PDC, Sustainability

- Sean announced that there is also one seat open for an AFA representative on the PDC. He called for nominations.
- The following nominations were made:
 - SGA - Siobhan McGregor-Gordon
- A motion was made and seconded to move this item to action item.
- This item was moved to an action item (unanimous voice vote).

ACTION ITEMS

1. Election of AFA Officers, 2023-24 (President, Chief Negotiator, Executive VP, VP of Membership & Outreach, Conciliation-Grievance Officer, Secretary-Treasurer)

- Each position was addressed individually in the order they appear below.
- Sean called for additional nominations for each of the Officer positions, as the positions were addressed.
- President
 - Sean Martin
- There being no further nominations, a vote of the Council was conducted.
- The Council voted to appoint Sean Martin to the position of AFA President (17 in favor).
- Chief Negotiator
 - K. Frindell Teuscher
- There being no further nominations, a vote of the Council was conducted.
- The Council voted to appoint K. Frindell Teuscher to the position of Chief Negotiator (17 in favor).
- Executive Vice-President
 - Leticia Contreras
 - Anne Donegan
- There being no further nominations, a vote of the Council was conducted.
- The Council voted to appoint Anne Donegan to the position (10 in favor).
- Conciliation/Grievance Officer
 - Mark Ferguson
 - Casandra Hillman
 - Carlos Valencia
- There being no further nominations, a vote of the Council was conducted.
- The result of the vote was announced as follows: Mark Ferguson received 7 votes; Casandra Hillman received 5 votes; Carlos Valencia received 5 votes.
- Though AFA Election Policy requires that the winner for the Conciliation/Grievance Officer receive a "majority," it was mistakenly announced that Mark Ferguson had won the election.
- The election for Conciliation/Grievance Officer should have resulted in a runoff. The runoff was not immediately completed and so must take place as a subsequent meeting of the Executive Council. Each of the following elections will be need to be redone, as they were potentially impacted by the inaccurately announced Conciliation/Grievance Officer election.
- Vice-President, Membership and Outreach

- Steven Kessler
- Emily Schmidt
- There being no further nominations, a vote of the Council was conducted.
- The Council voted to appoint Steven Kessler to the position (14 in favor).
- Secretary-Treasurer
 - Leticia Contreras
 - Siobhan McGregor-Gordon
- The following nominations were rescinded:
 - Siobhan McGregor-Gordon
- There being no further nominations, a vote of the Council was conducted.
- The Council voted to appoint Leticia Contreras to the position (16 in favor).

2. Election of AFA Negotiators, 2023-24 (TREG Negotiator, Data Analyst, At-Large Negotiators)

- Sean explained that nominations for these positions were opened at the November 30, 2022 meeting. He called for additional nominations for each of the following Negotiator positions, as the positions were addressed.
- Data Analyst nomination(s)
 - Mark Ferguson
 - Carlos Valencia
- There being no further nominations, a vote of the Council was conducted.
- The Council voted to appoint Carlos Valencia to the position (14 in favor).
- TREG Negotiator nomination(s)
 - Anne Donegan
- The following nominations were rescinded: Anne Donegan
- The following nominations were made: Casandra Hillman
- The Council voted to appoint Casandra Hillman to the position (13 in favor, 3 abstentions).
- At-Large Negotiators
- There are two open positions for associate at-large negotiators. The following nominations were made:
 - Leticia Contreras
 - Emily Schmidt
- There being no further nominations, a vote of the Council was conducted.
- The Council voted to appoint Leticia Contreras and Emily Schmidt to the positions (16 in favor).

3. Election of Associate Cabinet Representative, 2023-24

- Sean explained that nominations for these positions were opened at the November 30, 2022 meeting.
- Wayne Downey was nominated.
- Sean asked for further comments or nominations. There being none, a vote of the Council was conducted.
- The Council voted to appoint Wayne Downey to the vacancy (17 in favor).

4. AFA Representatives to District-wide Committees: SGA

- This item was moved from a Discussion Item.
- A motion was made and seconded to appoint the candidate to the committee.
- A call was made for further comments. There being none, a vote of the Council was conducted.
- The Council voted to appoint Siobhan McGregor-Gordon as representative to the SGA (18 in favor).

OTHER REPORTS

1. President's Report. This report was postponed due to time constraints.

The meeting was adjourned at 5:21 p.m.

Minutes submitted by Stephanie Simons.