

EXECUTIVE COUNCIL MEETING MINUTES

March 29, 2023

(Approved by the Executive Council on April 12, 2023)

Executive Councilors present (noted by *):

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

Negotiators/Appointed Positions present: K. Frindell Teuscher

Councilors-Elect present: Jessica Paisley, Bitia Bookman

Staff members present: Stephanie Simons

The meeting was called to order at 3:30 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. Pay parity.** The Academic Senate recently passed a resolution to support pay parity for the CDCP instructors. The Academic Senate is asking that a new workload study be made a priority to more quickly ameliorate the situation for the CDCP faculty.
- 2. Update from FACCC.** FACCC recently held their annual Advocacy and Policy conference, which this year had a focus on part-time faculty interests. The Policy Committee will be considering support of a proposal that advocates for pay parity via an equal-pay-for-equal-work one-tier faculty system. This model includes one pay scale, identical pay steps, pro-rated benefits according to hours worked, support for professional development, and no workload cap. The model was introduced in Vancouver, BC, and has had success. FACCC's board will be evaluating the policy in the next few weeks. Please provide feedback to dfrontzcak@santarosa.edu.
- 3. We the Future Social Justice Conference.** Faculty and students are invited to participate in the We the Future Social Justice Conference. It will be held in person with a zoom option on Friday, April 21, 2023 from 9:00am-2:30pm. <https://wethefuture.santarosa.edu/> and <https://wethefuture.santarosa.edu/conference-registration> Please send questions to jstover@santarosa.edu.

MINUTES

A motion was made and seconded to approve the minutes from the February 22, 2023 Executive Council meeting (16 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

DISCUSSION ITEMS

1. Election Run-Off Conciliation/Grievance Officer, 2023-24

- Sean explained that since the run-off election should have been conducted immediately after the election for Conciliation/Grievance Officer at the January 25 meeting, no additional candidates were allowed to run for this position.
- This item was moved to an action item.

2. Election of AFA Officers, 2023-24 (VP of Membership & Outreach, 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.
- Vice-President, Membership and Outreach
 - Nominees:
 - Steven Kessler
 - Emily Schmidt
 - There being no further nominations, this item was moved to an Action Item.
- Secretary-Treasurer
 - Nominee:
 - Siobhan McGregor-Gordon
 - There being no further nominations, this item was moved to an Action Item.

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

- Each position was addressed individually in the order they appear below.
- Sean called for additional nominations for each of the Negotiator positions, as the positions were addressed.
- TREG Negotiator
 - Nominees:
 - Anne Donegan
 - Casandra Hillman
 - The nomination of Anne Donegan was rescinded.
 - Mark Ferguson was nominated to the position, and accepted the nomination.
 - There being no further nominations, this item was moved to an Action Item.
- Data Analyst
 - Nominee:
 - Carlos Valencia
 - There being no further nominations, this item was moved to an Action Item.
- At-Large Negotiators
 - Nominees:
 - Siobhan McGregor-Gordon
 - Emily Schmidt
 - There being no further nominations, this item was moved to an Action Item.

4. Election of Associate Cabinet Representative, 2023-24

- Nominee:
 - Wayne Downey
- A call was made for further nominations.
- There being no further nominations, this item was moved to an Action Item.

5. Secretary-Treasurer Vacancy, Spring 23

- Sean explained the position was vacated, and may be filled by appointment.
- Nominee:
 - Siobhan McGregor-Gordon
- A final call was made for nominations.
- A motion was made and seconded to move this item to an Action Item.

6. At-Large Negotiator Vacancy (Associate), Spring 23

- Sean explained the position was vacated, and may be filled by appointment.
- Nominee:
 - Siobhan McGregor-Gordon
- A final call was made for nominations.

- A motion was made and seconded to move this item to an Action Item.

7. Three-semester Associate Councilor Vacancy, Spring 23 - Spring 24

- On February 27, AFA sent out a call for candidates to fill a three-semester associate Councilor vacancy.
- The following nomination was received:
 - Dawn Lukas, English
- Sean explained the vacancy can be filled either by an election or by appointment.
- There was a discussion regarding appointment of the candidate.
- A motion was made and seconded to move this item to an Action item.

8. AFA Representatives to District-wide Committees: ISSC, Guided Pathways, PDC, Sustainability

- Sean announced that there is one seat open for an AFA representative on the ISSC, Guided Pathways, PDC, and Sustainability committees. The representative to PDC must be an associate faculty member.
- There was a call for nominations, which will remain open until the positions are filled.
- The following nomination was made:
 - PDC: Dawn Lukas – pending notification

ACTION ITEMS

1. Election Run-Off Conciliation/Grievance Officer, 2023-24

- This item was moved from a Discussion Item.
- A vote of the Council was conducted by secret ballot.
- The Council voted to elect Mark Ferguson to the position (8 votes in favor, 1 abstention).

2. Election of AFA Officers, 2023-24 (VP of Membership & Outreach, Secretary-Treasurer)

- This item was moved from a Discussion Item.
- Each position was addressed individually in the order they appear below.
 - Vice-President, Membership and Outreach
 - There being no further nominations, a vote of the Council was conducted by secret ballot.
 - The Council voted to elect Steven Kessler to the position (11 in favor).
 - Secretary-Treasurer
 - There being no further nominations, a vote of the Council was conducted by show of hands.
 - The Council voted to appoint Siobhan McGregor-Gordon to the position (unanimous).

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

- This item was moved from a Discussion Item.
- Each position was addressed individually in the order they appear below.
 - Data Analyst
 - There being no further nominations, a vote of the Council was conducted by show of hands.
 - The Council voted unanimously to appoint Carlos Valencia to the position.
 - TREG Negotiator
 - There being no further nominations, a vote of the Council was conducted by secret ballot.
 - The Council voted to elect Mark Ferguson to the position (8 in favor, 1 abstention).
 - At-Large Negotiators
 - There being no further nominations, a vote of the Council was conducted by show of hands.
 - The Council voted unanimously to appoint Siobhan McGregor-Gordon and Emily Schmidt to the positions.

4. Election of Associate Cabinet Representative, 2023-24

- This item was moved from a Discussion Item.
- A vote of the Council was conducted by show of hands.
- The Council voted unanimously to appoint Wayne Downey to the position.

5. Secretary-Treasurer Vacancy, Spring 23

- This item was moved from a Discussion Item.
- A motion was made and seconded to appoint the candidate.
- A vote of the Council was conducted by show of hands.
- The Council voted unanimously to appoint Siobhan McGregor-Gordon to the vacancy.

6. At-Large Negotiator Vacancy (Associate), Spring 23

- This item was moved from a Discussion Item.
- A motion was made and seconded to appoint the candidate.
- A vote of the Council was conducted by show of hands.
- The Council voted unanimously to appoint Siobhan McGregor-Gordon to the vacancy.

7. Three-semester Associate Councilor Vacancy, Spring 23 - Spring 24

- This item was moved from a Discussion Item.
- A motion was made and seconded to appoint the candidate to the vacancy.
- A vote of the Council was conducted by show of hands.
- The Council voted unanimously to appoint Dawn Lukas to the vacancy.

8. Executive Council Associate Councilor Candidates, Fa23-Sp25 Term

- This item was presented as a Discussion Item on November 9, 2022.
- Sean explained that one, regular, two-year-term position for an associate Councilor went unfilled during the annual election in November.
- Two nominations were since received for this position.
- A motion was made and seconded to fill this position through an election sent to the associate faculty body.
- The Council voted unanimously to fill the seat through an election.

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

- AFA Elections. Sean expressed his gratitude for the patience of those participating in and following the elections of the AFA Officers.
- College Council Update. Sean reported that the work done in College Council to provide clarity about the organizational structure of the committee process has been progressing successfully. The surveys collected have provided useful information regarding the purpose of each shared governance committee, how the committees fit into the structure of the college, who they report to, what kind of product is produced, and how that reporting will be presented to the President. He reminded attendees that shared governance bodies provide recommendations to the President, who then informs the Board. Senate committees differ by sending their recommendations directly to the Senate, which reports directly to the Board. Finally, he remarked that participants have come to consensus on some matters of ongoing concern, the progress of which is encouraging.
- Presidential Search Committee. Brenda Flyswithhawks and Sean Martin were the AFA appointees to the search committee. Sean reminded faculty to view the presentations of the three Presidential candidates, and forward recommendations to the Board whether in favor or opposition, or any other comments regarding the search. Feedback is due March 29 by 5:00 pm.

The meeting was adjourned at 4:53 p.m.

Minutes submitted by Stephanie Simons.