



santa rosa junior college

All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

September 14, 2022

(Approved by Executive Council on September 28, 2022)

Executive Councilors present (noted by *):

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

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

Staff members present: Stephanie Simons

The meeting was called to order at 3:04 p.m. in Doyle 4520, on the Santa Rosa campus.

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

Closed Session adjourned at 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:07 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

- 1. Zoom broadcast of Executive Council open session.** A member suggested that the open session of Executive Council meetings be broadcast via Zoom to encourage member participation.
- 2. Anti-union sentiment at SRJC.** A member expressed concern that a union-hostile environment is developing at the college. The member requested direction on how to strengthen AFA and repair the negative image.
- 3. Parking fee for faculty.** A member requested that AFA work to end parking fees for faculty.
- 4. North Bay Jobs with Justice.** A member reported that there are many ways to become involved in supporting social justice causes through AFA's affiliate membership with NBJwJ. Currently, the Kaiser Permanente mental health care workers are on strike. To support them, one can visit the picket line MWF 8a-3p at 401 Bicentennial Way, donate via their GoFundMe site, or sign their petition. The workers at Amy's Kitchen are continuing the effort to unionize. Their workers seek support from other organizations to solidify their cause.
- 5. AB 1856.** A member announced that there is a new bill that proposes part-time faculty be permitted to work up to 85% rather than 67%. The bill allows associate faculty the opportunity to make a living wage working at one campus, rather than continuing the practice of "campus hopping" to get enough work. Last year, a similar bill was presented, but was not signed by the governor. The member encourages faculty to reach out to the legislators to encourage them to sign the bill.

MINUTES

There being no corrections or additions, a motion was made and seconded to approve the minutes from the August 31, 2022 Executive Council and General Membership meetings as submitted (18 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

DISCUSSION ITEMS

1. AFA Representatives to District-wide Committees for 2022-23: DOC

Kat announced that there is one seat open for an AFA representative on the DOC. She called for additional nominations.

- The following nominations were made:
 - Salvador Rico
- 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 Associate At-Large Negotiators

- There are two open positions for associate at-large negotiators. The vacancies were announced on Aug. 31.
- The following nominations were made:
 - Leticia Contreras
 - Emily Schmidt
- Kat asked for further comments or nominations. There being none, a vote of the Council was conducted.
- The Council voted to appoint Leticia Contreras and Emily Schmidt to the vacancies (unanimous show of hands).

2. Election of Associate Cabinet Representative (ACR)

- The vacancy was announced on Aug. 31.
- The following nominations were rescinded:
 - Emily Schmidt
- The following nominations were made:
 - Wayne Downey
- Kat 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 (unanimous show of hands).

3. Appointment of AFA Representatives to District-wide Committees for 2022-23: ITG, Fringe Benefits, PDC, SGA

- The vacancies were announced on Aug. 31.
- The following nominations were made:
 - ITG: Orlando Raola
 - Fringe Benefits: Dawn Urista, Venona Orr
 - PDC: Dierdre Frontczak
- A motion was made and seconded to appoint the candidates as a slate.
- A call was made for further comments. There being none, a vote of the Council was conducted.
- The Council voted to appoint the candidates as a slate (15 in favor).
- The representative to the SGA position will remain open until filled.

4. Appointment of AFA Representatives to District-wide Committees for 2022-23: DOC

- 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 Salvador Rico to the DOC (unanimous show of hands).

PRESENTATION

1. Public Service Loan Forgiveness (PSLF). Presented by Casandra Hillman.

- The overburdensome debt issue has resulted in a reduction in the number of students attending institutions of higher education – students don't want to be in debt upon leaving school. President Biden recently approved several loan forgiveness options. [Student Loan Relief Fact Sheet](#).
- Faculty may be eligible for these programs, including:
 - \$10,000 in relief for those with annual income less than \$125,000
 - A 20- and 25-year forgiveness program for those making consistent payments
 - 20 year from accrual for undergraduate forgiveness
 - 25 years from accrual for graduate forgiveness.
 - Public Service Loan Forgiveness program
- The PSLF program will benefit faculty the most
 - The process can be arduous, so apply now
 - Applicants previously denied forgiveness are encouraged to reapply
 - Part-time/associate faculty positions now count toward the 10-year employment rule.
 - Some requirements include:
 - Make 120 payments (10 years of monthly payments)
 - Work for a non-profit for 10 years.
 - The deadline to apply for PSLF is October 31
 - Fill out the form [online](#), send it to all the colleges/non-profits of previous employment
 - Send your completed form to Bridget Hodenfield in HR
 - **NOTE:** Only direct loans are forgiven. Loans must be consolidated to government subsidized loans to be considered for forgiveness.
- Faculty are welcome to contact Casandra Hillman with any questions regarding the process.
- Questions & Comments
 - Q: What counts as "non-profit" employment? Is teaching considered a non-profit field?
 - ⇒A. All non-profits are eligible. Most schools and colleges are classified as not-for-profit businesses.
 - Comment: Please reapply if you applied and were denied previously. The application process is less rigid now.
 - Q. Part-time faculty work more than the number of hours they receive monetary payment. Associate faculty would receive a better percentage if other service to the college was included in the calculation that HR makes when figuring total hours worked. Can AFA negotiate an MOU (e.g., [Peralta](#)) to change the formula HR uses to account for these additional hours worked?
 - ⇒A. AFA's Negotiations team will address this issue.
 - Q: Are faculty aware of this program?
 - ⇒A. It is unknown how many faculty are aware of this revised program. Perhaps AFA can initiate a flex event on the topic.

Kat concluded by thanking those who attended.

The meeting was adjourned at 4:40 p.m.

Minutes submitted by Stephanie Simons.