

## **EXECUTIVE COUNCIL MEETING MINUTES**

November 9, 2022

*(Approved with corrections by Executive Council on November 30, 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 3:07 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 4:10 p.m.

#### **MEMBER CONCERNS WITHIN AFA'S PURVIEW**

- 1. District mediated enrollment.** A member expressed concern regarding the process of District mediated enrollment. While the member supports strategies to offer enrollment opportunities for students, the member would prefer more discourse regarding the process is conducted. The member questioned if this mediated enrollment would change the nature of student and faculty expectation, and if faculty would be burdened by the change. The member postulated that academic freedom may be impinged and faculty workload could be impacted if the District were to define such groupings. The member further questioned if the design would this mirror the cohort group design for APASS, UMOJA, etc. The implications of dual enrollment are being discussed in the member's department, and the member invites feedback.
- 2. CDCP course pay parity.** A member spoke about inequity in pay that affects CDCP faculty. The member stated that CDCP courses require the same preparation, student assessment and office hours that are required of all associate faculty, but the instructors are paid at the CDCP non-credit rate. The member further stated that the District has received equal funding from the State for CDCP students as regular students. According to the member, students enrolled in CDCP courses typically have special life circumstances that bring in more funding than many regular students, and also require the instructors to provide a very specialized service. The member cited a [2008 study](#) conducted by AFA that recommended a reduced workload of 16.5 hours for CDCP courses. Currently non-credit workload hours are 21.5 hours of teaching per weekh. The member stated that the May 14, 2008 [minutes](#) of the Executive Council meeting refers to this AFA study, and it is noted that "after

collecting and analyzing the data, [AFA] realized that there was no trouble in justifying the higher workload factor." The member stated that faculty of the ESL department demand pay parity for CDCP.

3. CDCP course inequitable load and pay parity. A member presented a concern that faculty teaching CDCP courses are required to teach 6.5 hours more per week than non-CDCP faculty. The member elaborated that contract faculty teaching these courses often teach split shifts, and that the increased teaching hours do not allow for proper preparation or student feedback. The member requested that the CDCP load be reduced to 16.5 hours, as recommended by an AFA study from 2008. The member stated that the ESL department demands load equity for CDCP from the District. The member referenced a document produced by ASCCC titled [\*Noncredit Instruction: Opportunity and Challenge\*](#), which supports the idea that equitable working conditions result in equitable services for non-credit students. The member requested that AFA negotiate with the District for pay parity for CDCP courses.
4. CDCP course pay and load parity. A member presented further reasons to justify the ESL department's request for pay and load parity for CDCP courses. The member explained that each ESL classroom presents a unique challenge for the instructor due to the array of outcomes the students may desire from the class – from business proficiency to basic literacy. The member expressed concern that inequitable pay and load for these courses create a hardship for instructors who must complete these individualized tasks in order to meet student learning outcomes and course objectives. The member explained that inequities in pay and load create long hours and difficult schedules with instructors holding many jobs to earn enough income. Pay parity and load provide instant and direct benefit to instructors allowing for more focus on the students. The member requested that AFA negotiate with the District to ensure pay and load parity for instructors of CDCP courses.
5. Absence due to personal necessity and/or illness. A member requested guidance on how best to meet their students' needs while the member is unable to provide in-person instruction due to illness or other approved short-term leave.
6. CDCP course pay parity. A member read a statement issued from the White House to demonstrate the parallels of pay inequity among genders, between contract and associate faculty, and credit and noncredit courses. The member requests AFA take action to negotiate on behalf of those instructors teaching noncredit courses.
7. Negotiations over CDCP pay and load parity. AFA's Chief Negotiating Officer commented that AFA had already notified the District of AFA's intent to negotiate over CDCP pay and load parity, and those negotiations have begun. The CNO requested that documentation related to this issue be sent to the AFA Office to further inform the negotiations.

## MINUTES

There being no corrections or additions, a motion was made and seconded to approve the minutes from the October 26, 2022 Executive Council and General Membership meetings as submitted (16 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

## DISCUSSION ITEMS

### 1. Spring 2023 AFA Reassigned Time Proposal.

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

- Kat 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 (16 in favor, 0 opposed, 0 abstentions).

### 2. Draft AFA Spring 2022 Calendar.

- The AFA calendar was presented for review, and Kat noted the following dates:
  - Spring Retreat – tentatively scheduled for either Friday, Feb 10 or 24, 2023
- Kat called for discussion or questions.
- There was a discussion in favor of the retreat occurring on Friday, February 10, 2023.
- There being no further discussion, a motion was made and seconded to move this item to an Action Item.

### 3. One-semester Associate Councilor Vacancy, Spring 2023.

- On October 20, AFA sent out a call for candidates to fill a one-semester associate Councilor vacancy.
- The following nomination was received:
  - Siobhan McGregor-Gordon, ESL
- There was a discussion regarding appointment of the candidate.
- A motion was made and seconded to move this item to an Action item.

**4. Appointment of Executive Council Associate Candidates per AFA Bylaws, Article II, Section 2.D.** On October 25, AFA sent out a call for candidates for its annual elections; there were four associate seats open for a two-year term beginning Fall 2023, and three 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.

- The following nominations were received:
  - Patricia Young, World Languages
  - Siobhan McGregor-Gordon, ESL
  - Venona Orr, KAD
- There was a discussion regarding appointment of the three candidates.
- A motion was made, and seconded to move this item to an Action Item.

### **ACTION ITEMS**

#### **1. Spring 2023 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 2023 AFA Reassigned Time Proposal (16 in favor, 0 opposed, 0 abstentions).

#### **2. Draft AFA Spring 2023 Calendar.**

- This item was moved from a Discussion Item.
- The retreat was scheduled for February 10.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to approve the calendar with retreat date as noted (16 in favor, 0 opposed, 0 abstentions).

#### **3. One-semester Associate Councilor Vacancy, Spring 2023.**

- This item was moved from a Discussion Item.
- Kat called for further discussion.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to appoint Siobhan McGregor-Gordon to the one-semester associate Councilor vacancy (16 in favor, 0 opposed, 0 abstentions).

#### **4. Appointment of Executive Council Associate 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 (16 in favor, 0 opposed, 0 abstentions):
  - Patricia Young, World Languages
  - Siobhan McGregor-Gordon, ESL
  - Venona Orr, Counseling

### **OTHER REPORTS**

**1. President's Report.** This report was postponed.

#### **Questions & Comments**

Q. Can Sean post his report online?

⇒ A. It will be requested.

Q. When does the voting begin? When does it end?

⇒ A. Voting for the contract faculty elections will begin no later than November 11, and remain open for 10 calendar days.

Kat concluded by thanking those who attended.

The meeting was adjourned at 4:37 p.m.

Minutes submitted by Stephanie Simons.