



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

## EXECUTIVE COUNCIL MEETING MINUTES

November 30, 2022

(Approved with corrections by Executive Council on January 25, 2023)

Executive Councilors present (noted by \*):

* Sean Martin, <i>presiding</i>	* Claire Drucker	* Venona Orr	* Carlos Valencia
Ashley Arnold	* Brenda Flyswitchhawks	* Salvador Rico	* Kat Valenzuela
* 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 3:08 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 4:05 p.m.

## MEMBER CONCERNs WITHIN AFA'S PURVIEW

- District mediated enrollment.** An Officer read a public comment that the Cabinet sent to the Academic Senate regarding the assessment and analysis of SLOs. The letter offered clarity regarding current contractual provisions that pertain to some of the proposed recommendations, impacts to faculty workload and working conditions. The letter is intended to align the work of the Senate with the Contract and labor law. Article 17.02.A of the SRJC faculty contract contains a list of job duties that are "required of all contract faculty members." Item 7 in that list states "participates in student learning outcomes." This passage must be read in light of the full contract, along with the general practices established through the implementation of the contract. There are circumstances where a contract faculty member may complete their entire career at SRJC without ever engaging in some of the duties listed in Item 7. The term "participates" in the provision, for example, does not require a faculty member to complete any SLO assessment. For example, a faculty member participating in departmental discussions regarding SLO assessments, or similar activities would fully satisfy this contractual provision. In addition, no faculty member may be required to work beyond 40 hours per week, and many faculty members are currently surpassing their required work hours. In absence of commensurate workload reduction or allowing for increased pay for voluntary workload increases, faculty members will not be required to engage in SLO assessments. Finally, the court sanctioned settlement in 2017 to a lawsuit brought by CTA against the ACCJC included the following:

"1. The accreditation process may not interfere with community colleges' collective bargaining process;

2. The commission's executive committee would recommend deleting accreditation standard III.A.6, requiring student learning outcomes (SLOs) to be used as a component of faculty evaluations."

Thus, no particular faculty member is contractually responsible for completing any SLO assessment. No faculty member may be evaluated on their participation or lack thereof in SLO assessments.

3. Modification of the CDCP salary schedule. A member explained they had not received a reply to an email sent to the Negotiations team regarding a clause that was removed from Contract. The member sought a response from previous AFA leadership that were involved with the renegotiation of the CDCP pay schedule. The member read the email. In the email, the member stated that previous leadership should be held accountable for the removal of certain clauses from the Contract that related to the CDCP pay schedule. Those clauses, found in the 2011-2014 Contract, state that if CDCP funding from the state is changed, the CDCP salary schedule will be modified to align with the available funds. These clauses were removed via an MOU dated 4/12/2014. In 2015, the state apportionment for CDCP went up. The member alleges that the AFA leadership at that time stated if the revenue changes, then the CDCP pay would be adjusted accordingly through renegotiation with the District. The renegotiation did not occur and the member reiterated the request that past AFA leadership provide a statement regarding the reasons for the removal of the CDCP clauses.

## MINUTES

A Councilor requested a correction to the minutes. A motion was made and seconded to approve the minutes, as corrected, from the November 9, 2022 Executive Council meeting (17 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

## DISCUSSION ITEMS

### **1. Nominations for AFA Officers, Negotiators & Other Appointed Positions, 2023-24.**

Sean explained that nominations are open at this meeting and will remain open until the next Executive Council meeting on January 25, 2023. Per the AFA [policies](#), nominees may submit a statement of interest to AFA Staff until Jan. 18, 2023 (250 word limit).

- Sean called for nominations for the following Officer positions:
  - President
    - Sean Martin, accepted
  - Chief Negotiator
    - K. Frindell Teuscher, accepted
  - Conciliation/Grievance Officer
    - Casandra Hillman, accepted
  - Executive Vice-President
    - Ivan Tircuit, pending
    - Leticia Contreras, accepted
  - Vice-President, Membership and Outreach
    - Steven Kessler, accepted
  - Secretary-Treasurer
    - Leticia Contreras, accepted
- Sean called for nominations for the following Negotiator positions:
  - Data Analyst
    - Carlos Valencia, accepted
  - TREG Negotiator
    - Anne Donegan, pending
    - Kat Valenzuela
  - At-Large Negotiators
    - Emily Schmidt, pending
    - Leticia Contreras, accepted
- Sean called for nominations for the following Appointed positions:
  - Associate Cabinet Representative
    - Wayne Downey, accepted
- Questions & Comments
  - Q. Are the positions open to any member?

- ⇒ A. Certain positions are only open to members of the Council, (i.e. President, Executive VP, VP Membership and Outreach, Secretary/Treasurer). The Negotiator, Chief Negotiating Officer, and Conciliation/Grievance Officer positions are open to any Member (see <http://afa-srjc.org/Misc/bylaws.pdf>).
- Q. These positions are paid in reassigned time. How does 10% reassigned time, which does not equate to one full class, work for filling contract load?
  - ⇒ A. If the contract load is already 100%, the 10% reassigned time could be taken as overload, or a percentage of the semester's load, e.g. 90% = 10% R.A.T. + 4 classes, followed in the next semester by 100% load plus the 10%, e.g. 110% = 5 classes +10% R.A.T. to balance the previous semester.
- Q. What are the duties of Associate Cabinet Representative?
  - ⇒ A. The Associate Cabinet Representative must attend all Cabinet meetings and manage the Associate Interests Committee.
- Q. When do these positions start?
  - ⇒ A. These positions are for the 2023-24 term. All serve for one year, with the exception of the offices of President and Chief Negotiating Officer if it is the first term in office for the electee.

## **2. Donation to UC Graduate Student Workers.**

- Sean explained that on November 18, 2022, the AFA Executive Council conducted a special vote to prepare and present a resolution in support of the UAW Academic Workers Strike
  - He congratulated the council for providing a resolution of support and donation to the Strike Fund. This helps colleagues across systems and likely former SRJC students that attend those institutions.
  - Thanks to Emily Schmidt for composing the resolution and for bringing it to the attention of AFA.
- The resolution passed with a two-thirds majority vote (13 in favor, 0 opposed, 0 abstentions).

## **3. President/Superintendent Screening Committee Representatives.**

- On November 21, AFA sent out a call for candidates to serve as AFA representative to the Superintendent/Presidential Screening Committee.
- There was a special closed session meeting of the AFA Council during which the Council discussed the candidates. AFA Councilors developed a list of principles and values to guide the discussion.
- There were eleven candidates.
- A secret ballot vote was conducted. The top two vote recipients received appointment to the committee.
- The following candidates received the most votes, and were appointed by the Executive Council:
  - Brenda Flyswithhawks, Behavioral Sciences
  - Sean Martin, Philosophy

## **OTHER REPORTS**

### **1. President's Report.** This main body of the report was postponed due to time constraints.

- Report to the Board of Trustees. Sean posted his report to the AFA website and encouraged members to review it in lieu of presenting it during the Executive Council meeting.
- Welcome new Councilors to the Executive Council. Sean announced the results of the Council elections for the 23-25 terms. Congratulations go to:
  - Associate:
    - Siobhan McGregor-Gordon, ESL
    - Venona Orr, KAD
    - Patricia Young, World Languages
  - Contract:
    - Bita Bookman, ESL
    - Marc Bojanowski, English
    - Jessy Paisley, Counseling
    - Ivan Tircuit, Philosophy
    - Carlos Valencia, College Skills
    - Sean Martin, Philosophy