



santa rosa junior college

All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

May 8, 2024

(Approved by the Executive Council on 8/28/24)

Executive Councilors present (noted by *):

- | | | | |
|---------------------------------|---------------------------|--------------------|-------------------|
| * Sean Martin, <i>presiding</i> | * Brenda Flyswithawks | * Venona Orr | * Ivan Tircuit |
| * Ashley Arnold | * Amanda Greene | * Jessie Paisley | * Carlos Valencia |
| * Marc Bojanowski | * Steven Kessler | * Salvador Rico | * Sarah Whylly |
| * Bita Bookman | * Dawn Lukas | * Emily Schmidt | Patsy Young |
| * Wayne Downey | * Siobhan McGregor-Gordon | * Christie Soldate | |

Negotiators/Appointed Positions present: K. Frindell Teuscher, Mark Ferguson

Councilors-Elect present: Anne Donegan, *President-elect*

Staff members present: Stephanie Simons

The meeting was called to order at 3:00 p.m. in Bertolini 4734, on the Santa Rosa campus and via Zoom conferencing.

CLOSED SESSION REPORTS

1. **Conciliation/Grievance Report.** This report and discussion were conducted in Closed Session.
2. **Negotiations 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 4:04p.m.

OPEN SESSION

Open Session reconvened at 4:05 p.m.

MEMBER CONCERNS

1. **Member appreciation.** An outgoing AFA Councilor gave a heartfelt speech thanking colleagues for the professional opportunity to serve alongside them. The Councilor stated it was a professional honor to be included in conversations with colleagues, and appreciated the opportunity to be in a place that is actively working to create a safer space for all persons. The Councilor thanked the outgoing President, noting the many different capacities in which they have served faculty together, and how despite differences of opinion, have pursued the common goal of supporting the faculty with integrity and inclusivity. The Councilor offered thanks from the Native American community to AFA leadership for their work to create a Native American Center. The Chief Negotiating Officer was paid tribute, being named a she-ro for leading with unwavering integrity, and was commended for their advocacy on behalf of the Native American community. Both the Chief Negotiator and outgoing President were honored with the generous gift of prayer blankets to care for themselves in the way they care for others. The Councilor offered kind thanks to humbled AFA Staff. The Councilor concluded by recognizing their associate faculty colleagues who voted to allow the Councilor to represent their collective voice.
2. **Proper storage/disposal of FERPA paperwork.** A Councilor expressed concern that there is no suitable place to store or destroy FERPA protected paperwork. The Councilor reported that a representative from their department indicated there is difficulty in finding the funding necessary to purchase locking boxes or a large shredder.

3. Difficulty in reporting professional development. A Councilor reported that there continued to be issues with reporting professional development through the online portal. IT did not provide support for correcting the problems because the department was preparing for the implementation of Banner. The lack of technical support created an undue hardship on the faculty serving in the roles of Professional Development Coordinator. The Councilor felt that IT sees its role as addressing District interests and concerns rather than supporting faculty. The Councilor called for help to work with IT.
4. A note of thanks. A Councilor thanked an outgoing colleague for sharing their culture with the Council, noting the colleague's hard work and strong, consistent voice has helped to build an incomparable community at SRJC. The Councilor then offered thanks to the outgoing President noting his incredible knowledge of collective bargaining, and commitment to ethics. The Councilor praised his advocacy for faculty rights, and expressed appreciation of his understanding of the role of public education in our democracy. The Councilor wished him joy during his well deserved sabbatical, and thanked him for all he has done for AFA.

MINUTES

A motion was made and seconded to approve the minutes from the April 24, 2024 Executive Council meeting (18 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

DISCUSSION ITEMS

1. Thank you to Outgoing Councilors.

- Sean expressed thanks to outgoing Councilors and those returning in fall.
- Thanks were extended to Dr. Brenda Flyswithhawks for the work and support given to AFA. Sean commented that Dr. Flyswithhawks' experience and knowledge were indispensable to him during his terms.
- Thanks were given to Salvador Rico, whose contribution was incredibly helpful and appreciated.
- Ivan Tircuit, who served as interim Executive Vice-President for Spring 2024, was thanked for his superb insight, especially in some of the more difficult discussions.

ACTION ITEMS

1. Consent Agenda

a. AFA Policy Revisions: Duties of AFA Officers, Duties of Appointed Positions, Duties of AFA Negotiators

- This Item was moved to an Action Item on April 24, 2024.
- It was noted that there were no changes made to the Financial Analyst Appointed Position.
- There being no further discussion, a motion was made and seconded and approved to accept the policies as written by consent (unanimous approval).

b. Nominations of AFA Representatives to District-wide Committees for 2024-25

- This Item was moved to an Action Item on March 27, 2024.
- The Item was opened for discussion.
- Two vacancies remained.
- There being no further discussion, a motion was made, seconded and approved to accept all nominations by consent (unanimous approval).

OTHER REPORTS

1. **Treasurer's Report.** Siobhan briefly reported that the budget remained in good order. There was increased revenue due to less expenditures on legal services and travel. The President-elect, Secretary-Treasurer, and AFA staff will meet over the summer to discuss next year's budget.

2. President's Report.

- AFA – District Conciliation. The recent meeting with the District and the respective legal teams was several years in the making. There were notable steps toward conciliation. Sean encouraged future officers to continue the project.
- Outgoing President's Speech. Sean gave a farewell speech, reflecting on his time as AFA President. After offering thanks to AFA colleagues and staff, he emphasized the following:

- Value the staff.
- Value each other - comraderie is real.
- Continue to fight for the union voice. Be present in every room, and make the most of the FACCC membership.
- Union work is not a popularity contest. A good leader must know when to say yes and when to say no in order to successfully do their duty to the members. Do not envy those carrying on in these leadership roles.
- Thank you to Dr. Brenda Flyswithawks.
- Thank you Anne-Marie Donegan, who will be fantastic in the role of AFA President.
- Thank you to all for allowing him to serve.

The meeting was adjourned at 4:30 p.m.

Minutes submitted by Stephanie Simons.