



santa rosa junior college
All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

September 13, 2023

(Approved by the Executive Council on September 27, 2023)

Executive Councilors present (noted by *):

* Sean Martin, <i>presiding</i>	* Wayne Downey	* Venona Orr	* Ivan Tircuit
Ashley Arnold	* Brenda Flyswithawks	* Jessy Paisley	* Carlos Valencia
* Marc Bojanowski	* Steven Kessler	* Salvador Rico	* Michelle van Aalst
* Bitu Bookman	* Dawn Lukas	* Emily Schmidt	* Patsy Young
Anne Donegan	* Siobhan McGregor-Gordon	Christie Soldate	

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

Staff members present: Stephanie Simons

The meeting was called to order at 3:02 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 4:02 p.m.

OPEN SESSION

Open Session reconvened at 4:04 p.m.

MEMBER CONCERNS

1. Workload increase a result of certifying attendance. A Councilor presented a concern that certain departments, including athletics and veterans' affairs, are requesting that faculty fill out paperwork to verify students' attendance. The process requires completing multiple documents from several departments. An email describing this process as "required" indicates this is a workload issue that should be addressed. The faculty affected by this process request that the process be streamlined, completed through an online portal, and reduced in frequency.
2. Concerns regarding required reporting and FERPA. A Councilor requested guidelines be provided regarding the appearance of an option in the portal granting faculty permission to report to student's parents.
3. Accessibility of the Library. A Councilor reported that accessibility to the library continues to be hampered by broken elevators. The Councilor requested that the elevator issues be fixed by the next Executive Council meeting to prevent members suffering any further indignities.

MINUTES

A motion was made and seconded to approve the minutes from the August 23, 2023 Executive Council and General Membership meetings (16 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

DISCUSSION ITEMS

1. Elections Policy Sub-Committee Update & Review

- Sean explained that last semester there were promises to review and update the Elections Policy for Officer Elections. A sub-committee of the Cabinet, as directed by the Policies, was formed. Anne Donegan, Wayne Downey, and Steven Kessler were assigned to review the policy and provide recommendations for consideration by the Executive Council.
- The Election Policy Sub-Committee presented some preliminary questions about balloting options for the Council to address, including the following:
 - Option 1: vote in-person on multiple ballots
 - Option 2: vote in-person on one ballot
 - Option 3: vote online.
- The sub-committee asked the Council to choose one of the three balloting options, which will set the direction for the development of the rest of the policy.
- There was a call for discussion.
- Questions & Comments

Q: What are the pros and cons of each ballot type?

⇒A: **PRO** Option 2 – There will be no pause between every election while votes are counted.

PRO Option 1 - Persons would be able to change the positions they run for in subsequent elections on the fly

PRO Option 2 or 3 - Reduces the pressure/anxiety on staff and poll watchers that stems from the time sensitive nature of the back-to-back elections.

PRO Option 3 - frees up meeting time for deliberations.

Q: What were the main problems that led to this re-write?

⇒A: There was a mistake in applying the terms *plurality* v. *majority* in counting the votes for one office, that resulted in the declaration of a winner when a run-off should have been conducted. Candidates interviewed after the last election suggested other parts of the policy should be addressed, such as having persons akin to poll watchers assist with counting the votes.

C: There is a concern regarding the nature and purpose of deliberating the candidates while they are outside the room. It would be beneficial to provide guidelines for the deliberations, or to remove deliberations entirely from the process.

C: An alternate perspective to deliberation could be to include candidate statements or hold a brief candidate Q&A section.

Q: Option (2) or (3) does not allow persons to be nominated on the fly for subsequent elections. How could this be incorporated in these options?

⇒A: If interested in more than one office, one would submit all nominations prior to the election meeting.

C: If a candidate wins more than one office, there could be an issue of exceeding the cap on reassigned time allowed by AFA policies. Options (2) and (3) would increase the probability of this to occur.

Q: In Option (3), when will online voting occur? Before or after the deliberation meeting?

⇒A: Voting would, most likely, occur after the meeting where deliberations took place.

Q: The voting in-person on multiple ballots allowed changing candidates on the fly, which led to confusion. The latter two options would mitigate this issue.

C: Is it possible to conduct electronic voting in a meeting for one position at a time?

⇒A: This might become cumbersome

C: Electronic voting. Amount of time we spend electing people in a meeting is wasted time that could be spent doing more work for the faculty.

Q: If everyone is on the same ballot, is it enough consideration for all persons on a ballot

⇒A: A point of clarification, for Option 2, there would still be two ballots: one for negotiators and appointed positions and one for officers. In addition, those elections could be split into two meetings.

- This Item was tabled for discussion at a future meeting.

2. CCCI Fall Conference Attendees (10/26-28/23)

- This item was presented on August 23. Councilors were asked to submit interest in attending.
- Seven councilors submitted interest in attending. AFA pays for four attendees, and has a policy that determines the selection process for attendees.

- The Cabinet requested that the Council consider sending more representatives to this conference or carry the matter forward for consideration for future conferences.
- There was a discussion of the estimated cost of attending the conference.
- Questions & Comments
 - Q: Can the Council choose to offer registration fees only?
 - ⇒A: Yes, as in the past, the Council can choose to pay registration fees for those electing to go at their own cost.
 - Q: Are the conferences recorded for those who cannot be present?
 - ⇒A: Sometimes they are recorded, but it is not guaranteed. Historically, at least one session has been broadcast.
 - C: The more representatives that AFA can muster the better. The conference offers amazing opportunities for learning about the collective bargaining process.
 - C: Perhaps for the conferences requiring airfare, just 4 persons should be sent, while for conferences closer to Santa Rosa the invitation could be extended to more persons.
 - C: Can any faculty member attend?
 - ⇒A: No, only AFA Officers and Executive Councilors may attend.
 - C: If we have the funds, the seven persons who expressed interest should attend. If some have recently attended, perhaps they will rescind their interest to allow others to attend.
 - Q: Where is the money coming from?
 - ⇒A: Member dues.
 - C: The cost to send all seven persons is too much. AFA is at the beginning of the budgeted year. Currently, there is only projected revenue. We hope the money is there throughout the year, but we have no solid numbers. We, as a Council, are trusted to spend member dues accordingly. Is increasing attendance at conferences the best way to support our members? What is the priority of this Council?
- A motion was made and seconded to move this Item to an Action Item.

ACTION ITEMS

1. Proposed Amendment to AFA Constitution: Language change
 - This item was moved from a Discussion Item on August 23, 2023.
 - A motion was made and seconded to present the amended language in the Constitution as to the membership as presented.
 - A call was made for further comments. There being none, a vote of the Council was conducted.
 - The Council voted to approve the amendment to the language in the Constitution and send the proposed amendment to the membership as a referendum (unanimous show of hands).
2. CCCI Fall Conference Attendees (10/26-28/23)
 - This item was moved from a Discussion Item.
 - A motion was made and seconded to pay for four attendees, as the policy currently states, with an offer to pay registration fees for any Councilor who wishes to attend, and to continue the discussion of this Item during a full policy review.
 - A call was made for further comments. There being none, a vote of the Council was conducted.
 - A two-thirds majority was not reached. The motion failed (10 in favor, 5 opposed, 1 abstention).
 - A motion was made and seconded to pay for four attendees, as the policy currently states, and offer to pay registration for the additional three Councilors that submitted interest in attending, and to continue the discussion of this Item during a full policy review.
 - The motion passed (14 in favor).

PRESENTATION

1. **AFA Contract Membership in FACCC** (Evan Hawkins, Executive Director & Wendy Brill-Wynkoop, President) Sean announced that AFA is considering rejoining FACCC as a contract member. FACCC representatives Evan Hawkins and Wendy Brill-Wynkoop presented the members and the Council to weigh the benefits of FACCC membership. Evan Hawkins presented.

The Faculty Association of California Community Colleges (FACCC) is a professional membership association created in 1953. FACCC predates faculty unionization and the faculty senate. The intention of FACCC is to provide a voice to faculty in the State Legislature. Sacramento and the state government is having a greater impact on local campuses (e.g., Guided pathways, AB705, DEIAA, evaluations). FACCC believes that faculty should play a prominent role in how legislation affects the college environment. Many non-faculty groups have influenced the process, prompting concern because of the amount of resources that non-faculty groups are able to draw from to influence the process in their favor. For example, philanthropic groups are infiltrating the legislature and advocating for changes that would require community colleges to operate under a corporate model.

The contract membership with FACCC builds the faculty voice through strength in numbers and funds. There are many challenges that are “pocket book” challenges, such as enrollment challenges. Currently, the California Community College system has the lowest per student funding out of all branches of the educational system in California. There is a punitive mindset approach in Sacramento. In the example of decreasing enrollment, politicians prefer to redirect enrollment-based funding to other educational institutions showing increased enrollment rather than to financially support exploring ways to increase enrollment where it is down. If all 50,000 community college faculty members join FACCC, FACCC will have the resources necessary to combat the growing infiltration from special interest groups. FACCC wants to support the community college system which has grown from serving not only transfer students, but also the larger community.

What is Contract Membership with FACCC? FACCC is comprised of a board of faculty members from across the state. The board makes decisions on what is supported in the state house. Contract members have the privilege of selecting a representative to serve on the board. The unique structure of the board also allows individual colleges to trade information with professionals across the state.

As a body, FACCC advances the goals of local groups and statewide public policy. It offers an opportunity to liaise with state and local representatives, ensuring the individual voice is heard. For example, FACCC advocated for the funding of part-time faculty benefits. This advocacy then became something that could be negotiated locally at the District level. There have been some cases where Districts have not implemented the funding for part-time benefits. This is an example of where FACCC can use political influence to prevent the District from dragging its feet. FACCC can leverage political actors to affect local decisions.

- Questions & Comments

Q. Can you provide comparative information from a CTA unit? How much of a CTA member's dues go to representing community college faculty at the state level versus those that have a contract membership with FACCC?

⇒A: CTA full-time members pay just under \$1200 per year. CTA is comprised of 97-98% K-12. Advocacy from CTA is focused on K-12. Community colleges represented by CTA have lost to K-12 in certain deals. FACCC is pennies on the dollar and represents only community colleges. It is the only statewide organization that advocates for California Community Colleges.

Q. If AFA becomes a board member, can we ask our board member to direct FACCC to negotiate on specific topics?

⇒A: Yes.

C: I am a current individual member of FACCC. Is it correct that I pay more than I would if AFA were a contract member of FACCC?

⇒A. Yes, there would be a discount as compared to purchasing an individual membership.

C: FACCC is supported by CCCI. The strong partnership between the two organizations and other member organizations will be further strengthened with the addition of AFA as a contract member.

C: Over the past three years, our community has experienced three natural disasters affecting enrollment. There will probably be more things affecting enrollment. It would be beneficial to support the development of a “buffer zone” to prevent unemployment in these circumstances. Is this something for which FACCC can advocate?

⇒A: Yes. The *Hold Harmless* and *Emergency Condition Allowance* are going away, and there is talk of special interest groups directing their advocacy toward the dissolution of the *50% Law* (50% of district budget has to be spent on salaries in the classroom). And the *Hold Harmless*,

for which FACCC advocated, ends in 2024 EOY. FACCC can help, and help means FACCC needs more members. Political power comes from money, and money comes from member support.

C: Thank you for speaking with us today. Why is FACCC membership down? How will AFA membership support you?

A: FACCC was able to help create the public employee unions, and that gave faculty power within the scope of working conditions. FACCC was able to help create the academic senates, giving faculty the power of shared governance. FACCC is the advocacy group for these bodies. When we invest in FACCC, we invest in ourselves.

A: The JANUS ruling, the many retirements during COVID, and enrollment decreases have hurt FACCC. Our membership now is about 7,000 strong.

Sean reminded members to attend the [FACCC Townhall](#) on Thursday. This semester AFA will vote to send a referendum to the members regarding rejoining FACCC.

The meeting was adjourned at 5:04 p.m.

Minutes submitted by Stephanie Simons.