



santa rosa junior college  
All Faculty Association

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

## GENERAL MEMBERSHIP MEETING MINUTES

November 29, 2023

*(Approved by the Executive Council on January 24, 2024)*

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
* Bitá Bookman	* Dawn Lukas	* Emily Schmidt	* Patsy Young
* Anne Donegan	* Siobhan McGregor-Gordon	* Christie Soldate	

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

Incoming Councilors present: Amanda Greene

Staff members present: Stephanie Simons

The meeting was called to order at 4:32 p.m. in Doyle 4520, on the Santa Rosa campus and via Zoom conferencing.

## COUNCIL PRESENTATION

### 1. Report on Member Concerns (Sean Martin, AFA President)

Sean continued the report detailing AFA's response to Member Concerns made since October 2022. The report out began on October 25, 2023. AFA receives dozens of concerns every month, and most are addressed as they are received. This presentation addressed only those brought to Executive Council meetings spanning the time period of Oct 2022 - Sept 2023.

- SLO participation. (10/26/22). There are no regulations that prevent any faculty member from using SLOs. At faculty discretion, SLOs can be used to improve an instructor's teaching.
- COVID-19 Faculty protections. (10/26/22). AFA negotiated many side letters to support faculty during the height of the COVID-19 pandemic. The process for reporting cases of exposure was streamlined. The District was sincere in their efforts to improve many operations related to these processes.
- Academic freedom. (10/26/22). This concern pertained to AB1705 and a Student Equity 2.0 Survey that was distributed. AFA continues to support departments affected by AB1705. AFA supports the call for rolling back the prohibition on remedial Math and English classes. It is AFA's stance that this reduces student choice and may be a cause of reduced enrollment.
- District mediated enrollment. (11/09/22). Every concern pertinent to enrollment management, including dual enrollment, is being discussed by AFA. AFA is working to ensure all matters within the scope of representation will be negotiated.
- CDCP course pay parity (9 comments). (11/09/22). AFA had already notified the District of the intent to negotiate over CDCP pay parity when these concerns were presented. AFA's Chief Negotiating Officer requested documentation be sent to AFA office to further inform negotiations. Negotiations over CDCP pay continue with a Work Study occurring in all departments to make sure that the student body is represented.
- Absence due to personal necessity and/or illness. (11/09/22). Articles 18 and 29 of the Contract require faculty to file an NOA or travel request form. AFA has negotiated a new version of Article 29 that removes the requirement to file an NOA if absent due to District business. If time permits, a substitute can be secured, but it is not the responsibility of faculty on leave to secure a substitute. However, faculty may suggest a qualified substitute.

- SLO issues (several comments). (11/30/22). Article 17 of the Contract requires all contract faculty to work on SLOs. AFA President, Sean Martin, sent a letter to colleagues in the Academic Senate that aligns the work of the Academic Senate with the Contract and labor law. In the SRJC Contract, A17.02A has a list of job duties "required of all contract faculty members." Item seven of the list states faculty must "participate in student learning outcomes." This passage must be read in light of the full Contract. It does not mean a faculty member must complete SLOs. Many full-time faculty currently exceed their required work hours. Completing SLOs may result in exceeding the required work hours. In absence of a workload reduction or increased pay, faculty members are not currently required to complete SLO assessments. The settlement of a 2017 lawsuit brought by CTA against the ACCJC included the following:

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

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.

- Clarification of SLO statement. (01/25/23). Sean reiterated the above.
- Equitable pay for Union representatives. (01/25/23). AFA stated that the AFA pay structure is attached to the SRJC reassigned time system, which aligns with the retirement system, salary schedule, and other negotiated factors, so the AFA pay schedule must remain.
- ADA Compliance. (01/25/23). AFA responded that ADA accommodation is the responsibility of the District. Any concerns should be directed to the supervising administrator or HR to implement the necessary changes. AFA is also negotiating class size, which may help correct this concern.
- Single-tier faculty model (two concerns). (02/08/23). The concerns were reported by member D. Frontczak, after reporting on discussions that had occurred at a FACCC conference. If AFA joins FACCC, AFA will have a voice in the discussions regarding the proposal to bring the Single-tier faculty model to California Community Colleges.
- Disappointment with conditions of departure from AFA. (04/26/23). This matter was discussed at length with the Cabinet and the Council. It was determined that AFA acted responsibly and fairly in its communication with the member. Numerous attempts were made to discuss the issue with the member. The member was unwilling to engage in further discussion.
- Accessibility of the main elevator in Doyle Library. (4/26/23). This was an ongoing issue for an unacceptable length of time. Approximately one month ago, access to the 1<sup>st</sup> floor elevator was impeded by supply chain issues related to replacement parts for the keycard reader. Eventually, all faculty key cards will have access to that elevator. In the interim, any faculty member who wants access to the restricted elevator may request access.
- Waitlist process may be contributing to contract violations. (08/23/23). AFA responded that, ideally, class size should be established before any waitlist policy is produced. AFA will negotiate any impact or effects of the placement of any unilateral policy prior to the implementation of the policy.
  - Q: Is there an update on the status of the waitlist policy?
  - A: This was a presentation of the Council and the question was deferred to current policy.
- Concerns over suspected contract violations related to associate faculty assignment rights. (08/23/23). Any member who suspects a violation has occurred should contact AFA, the Conciliation-Grievance or other AFA officer. Every department has a different scheduling process. AFA will research the departmental process and determine if a contract violation has occurred.
- CE Coordinators and summer payment. (08/23/23). AFA is involved in an ongoing effort to ensure CE Coordinators are paid for their work, and that the pay disparity is addressed. It is important for CE Coordinators to keep detailed records of their time. Coordinators must make a request for payment **prior** to doing the work. The request for future work may be compensated under the "X Factor," found in [A13.07.B.2](#).
- HYFLEX and compensation for increased workload. (08/23/23). AFA sought equipment and pay for these modalities. The District is unwilling to provide pay or support for multiple modality courses, so it was negotiated that teaching in multiple modalities is strictly voluntary.
- SLO software training issues. (08/23/23). Additional training and new contractual terms will need to be negotiated in response to the ACCJC's illicit imposition of SLO work on faculty.

- OIR features. (08/23/23). AFA does not determine the District's purchase of software, but can negotiate the associated workload impacts.
- Workload increase a result of certifying attendance. (09/13/23). AFA plans to negotiate changes in this area, but until those changes are negotiated, faculty members can choose to employ the X factor in Article 17 ([A17.12.G.5.b](#)). This language applies to all faculty. The request must be requested **before** completing the work.
- Concerns regarding required reporting and FERPA. (9/13/23). AFA brought this discussion to AFA's legal counsel. The attorney indicated that FERPA violations are the responsibility of the District. AFA will request a copy of the waiver on this matter.
  - Q. Are faculty required to report to outside agencies, parents, or coaches on student attendance?
  - A. Faculty should use their discretion. In cases where the District has allowed certain third parties to request student information, it is the legal responsibility of the District to uphold the privacy regulations, not the faculty. Further discussion was tabled since this was a presentation of the Council and not a discussion item.
- Using sick leave. (9/27/23). AFA has recently negotiated the revision of NOA form, and has spoken to the department heads regarding implementation of this form.
- Spanish language instruction options. (9/27/23). The governor recently signed a bill to make it easier to teach in multiple languages. The District has begun the hiring process for bilingual instructors, and will be participating in negotiations with AFA regarding the matter.
- Emeritus building disrepair continues. (9/27/23). The District has made some efforts to address the many issues affecting the building. Many structural problems can be addressed after the roofing repair is completed, which is slated to occur in spring and summer.
- Bypassing in Academic Senate. (9/27/23). This event was considered a matter that falls within the scope of representation of the Academic Senate, and therefore will not be addressed by AFA.
- Funding for Professional Development. (9/27/23). This ongoing concern has been brought to the Planning and Budget Committee for discussion.

The report for the time period spanning October 2022-September 2023 was completed.

Sean thanked all participants.

The meeting was adjourned at 5:00 p.m.

Minutes submitted by Stephanie Simons.