

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

April 9, 2025

(Approved by the Executive Council on April 23, 2025)

Executive Councilors present (noted by *):

* Anne Donegan, <i>presiding</i>	* Steven Kessler	Siobhan McGregor-Gordon	* Carlos Valencia
* Ashley Arnold	* Jan Kmetko	* Venona Orr	* Michelle van Aalst
Marc Bojanowski	* Dawn Lukas	* Jessie Paisley	* Sarah Whyllly
* Jessica Bush	* Sean Martin	* Ivan Tircuit	* Patsy Young
	* Tony Martin	* Emily Schmidt	* <i>associate vacancy</i>

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

Incoming Councilors Present: Michelle Hughes-Markovics, Johannes van Gorp

Staff members present: Stephanie Simons

The meeting was called to order at 3:00 p.m. in PC 641, on the Petaluma 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 3:58 p.m.

OPEN SESSION

Open Session reconvened at 4:03 p.m.

MEMBER CONCERNS

1. District-wide Committee reorganization. A Councilor asked AFA to be vigilant during the reorganization of participatory government, so the faculty voice is not reduced.
2. California State Auditor's Report, 50% Law, CDCP Pay. A Councilor read a statement from a member regarding the [California Auditor's report on California Community Colleges \(CCC\)](#) and the 50% law. The 50% Law requires CCC's to budget at least 50% of *unrestricted funds* to instructor salaries that support the mission of the college. The member questioned how the District's mission to offer exceptional learning can be met without adequate salaries for faculty. The member referenced data from the California Auditor's report regarding FTE (full-time equivalent)-S(students), -F (faculty), and -A (administrators) over a ten-year period. The report showed FTES dropped 9% statewide, FTEA increased 45%, and FTEF increased 3%. The change in administrators' salaries statewide increased by 116%. The member asked the audience to consider why the District is unable to afford to provide associate instructors and instructors teaching CDCP courses with equal pay for equal work. The member stated the 50% Law is under attack by legislators and special interest groups for being too large a portion of the budget, disregarding that it is constricted to *unrestricted funds*, a small portion of the entire budget. The member stated conversations about budget reduction should be focused on administrators' salaries.
3. In-person attendance for AFA meetings. A Councilor indicated the current in-person attendance policy is unfair to Councilors working on the Santa Rosa Campus when meetings are held in Petaluma. The in-person attendance policy for closed session forced the Councilor to be absent during closed session, causing the Councilor to miss important information, and give the undesirable appearance of shirking their duties.

MINUTES

A correction to the minutes was requested. A motion was made and seconded to approve the minutes from the March 26, 2025 Executive Council meetings with the requested correction (16 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

MAIN REPORTS

1. President's Report.

- Meeting agenda April 23. Anne announced that representatives to District-wide committees should be prepared to discuss their experiences on those committees during the next Executive Council meeting.
- District-wide committees. Anne explained this is the time of semester AFA begins the recruitment process for representatives to serve on District-wide committees. College Council introduced changes to participatory governance that will affect those appointments. The examples given included the dissolution of srjcFit, and the merge of Sustainability into District Facilities Advisory Committee. Councilors were asked to review the list and email the AFA office with their committee interest.
- Committee outrage. Last semester, faculty members were concerned with the Planning and Budget Council (PBC) announcement that they would be discontinuing the Education Plan. The Education Plan was to merge into the Strategic Plan. It was promised that only faculty would be involved with academic goals within the Strategic Plan. At the beginning of spring 2025, there were several faculty-only focus groups, and an Academic Senate retreat that worked to incorporate the academic goals into the Strategic Plan. The main goals requested by faculty as a result of the discussions included the following: increased support for professional development, smaller class sizes, and an option for pre-transfer level English and Math.

Those goals were not included in the plan presented at a recent PBC meeting. The PowerPoint discussing the merged plans was provided forty minutes prior to the meeting, offering faculty insufficient time to review the file. In the PowerPoint, was no mention of the academic goals. When the chairs were questioned about the missing goals, Anne was informed the goals didn't follow the formula for an Action Step, so the administrators changed the faculty-stated goals. One of the stated goals listed within the new plan is to have great courses with wonderful instruction across all campuses and sites. This will be considered met if enrollment increases to 17,500 by 2026. When faculty state they want to inspire students, the goal will be considered met when more than 60% of non-credit students have completed their classes. This is a goal related to all students, but the proof is focused on only non-credit. All points listed were related to the Student-Centered Funding Formula (SCFF). The faculty voice was diluted.

◦ Questions & Comments

- C: A Councilor stated the faculty voice was not diluted. It was ignored.
- C: The AFA representative to the Strategic Action Plan Workgroup (SAPW) stated the group did work to list the faculty goals within the Power Point that was distributed to PBC. The SAPW did not meet again after the incident at PBC, so the representative was unable to question administrators about the changes made. SAPW chairs were vague in their intentions to meet again during spring semester.
- Q: A Councilor asked at what point the actions of the administrators become deemed a bad faith effort, and how can AFA address the problem to fix it.
 - ⇒ A: Anne reported the problem to the Board of Trustees. Anne encouraged Councilors and faculty to ask their department chairs and Academic Senate why the faculty was taken out of the academic goal discussion.
- C: A Councilor stated this was a workload issue. They took an hour and a half of their time to thoughtfully complete the work requested by SAPW. They would have liked to receive extra compensation for the time spent.

Anne concluded that the events should have been deemed as giving the illusion of inclusion.

- Special session meeting of the Board of Trustees. On Tuesday, April 8, the Board of Trustees had a special meeting regarding the effects of AB 1705. The announcement for the meeting lacked transparency, as it was found within the body of an email announcing a regular session of the Board of Trustees. Special invitations went out to known supporters of AB 1705 - the chair of the English department and their dean. Very few faculty were included in the discussion, effectively ignoring the faculty voice. An apology was received from the VPAA.
- Communications Director. The Cabinet met with the Communications Director. It was agreed one publication would be completed for spring 2025.

DISCUSSION ITEMS

1. Fa25 Leave-replacement Vacancy

Due to a sabbatical leave, there was a one-semester Councilor vacancy for fall 2025. The call for nominations originally ran from January 23 – February 6, 2025. The winner of that election also ran for, and won, the two-year Councilor vacancy. The two terms overlapped, and the winner chose to keep the two-year position. The one-semester leave-replacement vacancy was run again from March 25 – April 8, 2025. One nomination was received.

- Anne asked if the Council would like to appoint the candidate, Ivan Tircuit, to the vacancy.
- A motion was made to send this item to an action item (no objections).

2. Nominations for Fa25 Vice-President of Membership & Outreach Leave-replacement Vacancy

Anne explained the sitting VP of Membership & Outreach will be on sabbatical in fall 2025. The one-semester leave-replacement vacancy was opened. Members of the fall 2025 Council were eligible to run for the vacancy. The deadline to apply was stated as April 16, 2025. The election was set to run from April 23 – April 30, 2025. The results were set to be announced on May 14, 2025.

3. Fall 2025 Reassigned Time Request

- The fall reassigned time proposal for AFA Officers was projected.
- Anne explained that the reassigned time hours changed for fall 2025. The TREG Negotiator reassigned time increased to its former rate of 15%. It was previously lowered when it was held in conjunction with another position, so the maximum allowed reassigned time was not exceeded.
- The newly established positions of Communications Director (10%) and Past-President (20%) were added.
- Anne called for discussion or questions.
- Questions & Comments
 - Q: Have the increased hours been considered in the budget?
⇒ A: Yes.
- A motion was made, seconded to move this Item to an Action Item (no opposition).

4. AFA Summer 2025 Budget for Officer Hours

Anne explained that every summer, work must be done by the President, Chief Negotiating Officer, Conciliation/Grievance Officer, and Secretary-Treasurer. The amount requested was based on previous summer budgets, but can vary based on realized workload. The proposed budget was displayed for the Council.

- Anne called for discussion.
- Questions & Comments
 - Q: Do the officers who will be working the hours agree with the amounts?
⇒ A: Yes, the officers were involved in the discussion with the Cabinet.
 - Q: Was the large amount of time for CGO last summer unusual?
⇒ A: Yes, there was a matter that required additional time.
- A motion was made and seconded to move this Item to an Action Item (no opposition).

5. Sp25-Sp26 Associate Councilor Vacancy

The three-semester associate Councilor vacancy ran from March 25 – April 8, 2025. No nominations were received. Due to the proximity to the end of the semester, Anne proposed no additional call be made until August 2025.

- A brief discussion was held regarding the effects of postponement.
- A motion was made and seconded to move this Item to an Action Item (no opposition).

6. Nominations for Sp25 Associate Cabinet Representative

Anne explained there was a resignation that resulted in a vacancy of the Associate Cabinet Representative position. Anne recapped the timeline of events: resignation on March 7, March 12 notification to the Council, spring break, Councilor vacancy call March 25 – April 8, 2025. It was previously decided the position would remain open until the associate Councilor vacancy was filled. Since there were no candidates for the associate Councilor vacancy, Anne proposed the Council, with a 2/3 vote, temporarily suspend the election policy, and have a truncated nomination period followed by an online election, which would allow the new Associate Cabinet Representative to attend the next regular Cabinet meeting.

- Anne called for discussion.
- There was a comment made in favor of temporarily suspending the election policy to ensure associate faculty were properly represented on the Cabinet as soon as possible.

- A comment was made reminding Councilors an associate faculty member currently sits on cabinet as the Secretary/Treasurer, and that either path – the proposed timeline for a democratic election or the appointment – resulted in the same outcome, with an Associate Cabinet Representative in attendance at the next Cabinet meeting.
- Comments were made in favor of holding a truncated election to encourage the democratic process.
- Comments were made supporting appointment of the Associate Cabinet Representative-elect (2025-26) to the vacancy to provide continuity of service.
- A motion was made, seconded, and approved to move this Item to an Action Item in two parts (unanimous consent):
 - a. Temporary suspension of the Bylaws pertaining to the Elections Policy
 - b. Sp25 Associate Cabinet Representative.

7. Nominations for Past President Position

The Past President Position was established in policy at the March 26, 2025 meeting. Anne reminded the Council that the position receives 20% reassigned time. Qualified candidates must have been a past president of AFA, and a member in good standing for the past 5 months. Nominations were scheduled to close on April 17, 2025.

8. Community of Understanding: Best practices for running meetings

- This item was postponed due to time constraints.

ACTION ITEMS

1. Fa25 Leave-replacement Vacancy: Candidate appointment

- This item was moved from a Discussion Item.
- There was no further discussion.
- A motion was made, seconded, and approved to appoint Ivan Tircuit to the vacancy (unanimous consent).

2. Fall 2025 Reassigned Time Request

- This Item was moved from a Discussion Item.
- A motion was made and seconded to accept the reassigned time.
- A call was made for further comments. There being none, a vote of the Council was conducted.
- The Council voted to approve the Fall 2025 reassigned time (unanimous consent).

3. AFA Summer 2025 Budget for Officer Hours

- This Item was moved from a Discussion Item.
- A motion was made and seconded to approve the hours 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 Summer 2024 Budget for Officer Hours (unanimous consent).

4. Sp25-Sp26 Associate Councilor Vacancy

- This Item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved to table this call until August 2025 (unanimous consent).

5a. Temporary suspension of the Bylaws pertaining to the Elections Policy

- This Item was created by Discussion Item 6.
- A motion was made, seconded, and approved to temporarily suspend the Bylaws pertaining to the Elections Policy (unanimous show of hands).

5b. Sp25 Associate Cabinet Representative

- This Item was created by Discussion Item 6.
- A call for further discussion was made.
- Additional comments were made in support of appointment of the Associate Cabinet Representative-elect (2025-26).
- Additional comments were made in support of holding an election to allow others the opportunity to run for the vacancy.
- A motion was made, seconded, and approved to appoint Dawn Lukas to the Associate Cabinet Representative vacancy (14 in favor).

The meeting was adjourned at 4:58 p.m.

Minutes submitted by Stephanie Simons.