

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

April 23, 2025

(Approved by the Executive Council on May 14, 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

Staff members present: Stephanie Simons

The meeting was called to order at 3:00 p.m. in Bertolini 4875, 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 4:00 p.m.

OPEN SESSION

Open Session reconvened at 4:05 p.m.

MEMBER CONCERNS

1. **Counseling alerts disabled by District**. A Councilor read a statement from the Counseling Department. The letter stated the Counseling Department uses digital alerts that display on screen to front desk staff when a student checks in for a counseling appointment. Over the past year, the counseling department administrators implemented new procedures that remove the alerts from student files. Administration claims that alerts on student files are not allowed unless they were placed there by student conduct. Administration reported they intend to remove over 600 alerts, justifying the action by claiming it is unlawful to place an alert that could deter someone from offering services unless it is placed by conduct. The destruction of records was done without counselor permission or input, and directly impacts the safety and working conditions of counselors. Under this new policy, even alerts of active BCARE reports cannot be on the student file until a conduct hearing is held. The Counseling Department requested the assistance of AFA to ensure proper communication and the safety of counseling colleagues.

MINUTES

A motion was made and seconded to approve the minutes from the April 9, 2025 Executive Council meeting (18 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 with President Garcia**. Anne and Carlos met with President Garcia, and focused the conversation on the special session called by the Board of Trustees to review AB 1705. Only three department chairs were personally invited to the special session. With the exception of the Math chair, no faculty in those departments were notified of the special session or invitation. The general announcement of the special session was embedded in a notice regarding a regularly-scheduled board meeting. It was made clear that the lack of straightforward communication with the faculty

about the special session was unconscionable. As a result of the poor communication, the Board of Trustees heard only a biased report about the results of implementing AB 1705. In addition, the presentation given by an administrator was pro-AB 1705 and the data in that presentation was problematic. Carlos' in-depth review of the math in the presentation showed it was biased and designed to show that students are better off post-AB 1705. Though Carlos provided Dr. Garcia with a thorough re-analysis of the data, when asked directly if Dr. Garcia agreed that pre-transfer level courses were important, Dr. Garcia declined to directly answer the question.

- Anne asked AFA members and faculty to attend the next board meeting *en masse*, to comment about their experiences pre- and post- AB 1705. There was a brief discussion on how faculty members and departments could best relay their experiences to the Board of Trustees.

- District-wide committees. Anne explained that the District has stated its commitment to providing professional development to all faculty. Dr. Garcia was reported to have committed funding to these programs for the next three years. After that time, the District and AFA will negotiate the process of distribution for the future.

2. Treasurer's Report. Siobhan presented the 3rd quarter Treasurer's Report and updated annual projections.

- Income
 - After receiving the statements for the renewed 6-month CD, the projected annual income from investments was stated to be \$3300.
- Expenses
 - *Conferences and Travel* showed savings because the funds set aside to pay for registrations beyond the five expenses-paid allotments was not used.
 - *Events* were over budget due to the addition of the end-of-semester parties which were not anticipated when the budget was set.
 - *Legal fees* had a large savings because the budget line was set high to anticipate worst-case expenditures, but there was no need to use the full amount this year.
 - *Reassigned Time* was over budget. Reassigned time is calculated using an average and those faculty that received reassigned time during the fiscal year earned more per hour than the average.
- Net Revenue – Showed a savings of approximately \$18,000 over the budgeted amount. The net annual revenue was projected at \$68,000.
- Questions & Comments
 - Q: If there was 100% associate membership, how much dues money would AFA receive?
 - ⇒ A: It would be difficult to estimate that number because dues are a percentage of pay, and pay varies per person, and by rate and load.
 - Q: Though we are running a surplus, with the changes for additional positions, does the budget still look balanced for the next year?
 - ⇒ A: This will likely be the case, but the budget will not be addressed until July, after the close of year in June.
 - Q: In July, is it expected that the checking account balance will be significantly lower? It seems keeping excess funds in a low interest-bearing account, like a checking account, is not in AFA's best interest.
 - ⇒ A: The 4th quarter will have a negative revenue because there are so many expenditures during that quarter. We can look at moving any funds exceeding the operational budget as we did with other funds previously.

DISCUSSION ITEMS

1. Vice-President Membership & Outreach Leave-replacement Vacancy

Due to a sabbatical leave, there was a one-semester vacancy for fall 2025. The call for nominations ran from March 23 – April 16, 2025.

- Three persons were nominated for the position: Ashley Arnold, Emily Schmidt, Ivan Tircuit.
- Anne asked if the Council would like to appoint a candidate or send the vacancy to an election.
- A motion was made to send this item to an action item (no objections).

2. 2025-26 Past President

Anne explained the Executive Council approved a 20% reassigned time position for the Past President position on March 26.

- Sean Martin received a nomination to the position.

- Anne asked the Council if they would like to appoint the nominee during the meeting or send the nomination to an electronic election.
- A motion was made to send this item to an action item (no objections).

3. AFA Fall 2025 Calendar

- The fall calendar for AFA was projected.
- Anne noted that the retreat was scheduled for September 12.
- A tentative meeting was scheduled for the fifth Wednesday in October.
- The CCCI fall conference will be held October 23-25.
- The Petaluma meeting was scheduled for October 22.
- Anne called for discussion or questions.
- A motion was made, seconded to move this Item to an Action Item (no objections).

4. Experiences of AFA Representatives on District-wide Committees

Anne invited Council members and appointed representatives to share their experiences working on shared governance committees, encouraging discussion of any red-flags for the union.

- Discussion
 - Strategic Enrollment Management Plan Workgroup (SEMPW): The representative from SEMPW reported that the Enrollment Management Plan will likely focus on productivity. Disciplines with unproductive FTEF will have that unproductive FTEF removed and reassigned to other disciplines that need FTEF. For example, if a class doesn't fill in one department, those FTEF might be transferred to another department that has higher demand. No additional faculty are to be hired. Reassignment of FTEF between departments is expected to have an impact on working conditions that will need to be addressed.
- Discussion
 - This model may lead to discussions of policy development before negotiations take place
 - Faculty encountering discussions that are within the mandatory scope of bargaining can use the "pause button" to stop discussions that should occur during negotiations
 - This model ignores the Program and Resource Planning Process (PRPP), and continues to ignore departments that have asked for additional faculty for a very long time.
 - The District appears to be caught in a Competitive Pricing Model death-spiral characterized by massive cost growth resulting in schemes to shuffle funds rather than address the ever-growing salaries.
 - The District may use this as yet another way to reduce faculty numbers.
 - Disrepair of facilities may limit the feasibility of offering additional courses in departments that have higher demand for FTEF.
 - Money is being left on the table when a department has the demand for classes, yet the District will not allow a new faculty hire.
- Anne will refer to the [California Auditor's report on California Community Colleges \(CCC\)](#) at the next board meeting to bring attention to the administrative salary increases.
- The discussion was tabled due to time constraints.

5. Community of Understanding: Best practices for running meetings

- This item was postponed due to time constraints.

ACTION ITEMS

1. Vice-President Membership & Outreach Leave-replacement Vacancy

- This item was moved from a Discussion Item.
- A call was made for further discussion, of which there was none.
- A motion was made, seconded, and approved to send the vacancy to an election (unanimous consent).

2. 2025-26 Past President

- This item was moved from a Discussion Item.
- There was further discussion regarding budgetary support for the position. The following was clarified:
 - The position, in general, shall be paid 10-20% reassigned time and be one to two years in duration. For the term in question, it is a one-year term that will be paid 20% reassigned time.
 - This term of the position will begin in August 2025 and continue through May 2026.
 - If the Cabinet decides there is a need for the position to continue past May 2026, the Cabinet will approach the Executive Council for approval.
 - If there became a budget crisis, the Past President position would be the first to be cut.

- The Past President in this term, primarily, will serve on committees and the Cabinet where a past president of AFA's extensive knowledge of union practice will help support AFA.
- It was clarified that any changes to a Policy or element of the Bylaws is subject to a 2/3 vote of the Council. Everything within the Policies and Bylaws is subject to the review of the Executive Council, including this position.
- There was no further discussion.
- A motion was made, seconded, and approved to appoint Sean Martin to the position for the 2025-26 academic year with 20% reassigned time (unanimous consent).

3. AFA Fall 2025 Calendar

- This Item was moved from a Discussion Item.
- A call was made for further discussion. There being none, a vote of the Council was conducted.
- The Council voted to approve the Fall 2025 calendar (unanimous consent).

The meeting was adjourned at 5:02 p.m.

Minutes submitted by Stephanie Simons.