

# ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

## EXECUTIVE COUNCIL MEETING MINUTES

December 11, 2024

(Approved by the Executive Council on January 22, 2025)

Executive Councilors present (noted by \*):

* Anne Donegan, <i>presiding</i>	* Amanda Greene	* Jessie Paisley	* Sarah Whyllly
* Ashley Arnold	* Steven Kessler	* Emily Schmidt	* Patsy Young
* Marc Bojanowski	* Dawn Lukas	* Ivan Tircuit	* Tony Martin
* Bitá Bookman	* Siobhan McGregor-Gordon	* Carlos Valencia	* <i>associate vacancy</i>
* Wayne Downey	* Venona Orr	* Michelle van Aalst	

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 Doyle 4520, 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 4:03 p.m.

### MEMBER CONCERNS

1. **District plan to address federal leadership changes**. A Councilor presented a concern from a faculty member that requested the District release a plan to assist undocumented students who are fearful and at risk of deportation due to the ideology and planned actions of the incoming US President and his followers. The faculty member requested specific information regarding the job security of those faculty who teach the affected demographic.
2. **Upcoming changes to material access**. A Councilor presented an issue raised at DOC. The recent Department of Justice accessibility regulation will require that by April 2026 all materials in all classes must be available in multiple accessible formats, including third party platforms. Some faculty had been personally sued for failing to meet these standards. The questions raised in DOC were whether the current contract with the District protects faculty from prosecution, and if AFA could begin to address the impacts of the changes.
3. **Distance education, absenteeism, and moonlighting**: A Councilor presented a concern from a member who views distance teaching as a method for faculty to hold multiple teaching positions, without having to be a part of campus life. The faculty member alleged that there exist contract faculty who teach their SRJC class load completely online, never joining in campus life, while also holding a full-time teaching position at another college. The member felt this practice has negatively affected the load available to associate faculty.

### MINUTES

A motion was made and seconded to approve the minutes from the October 23, 2024 and November 13, 2024 Executive Council meetings (17 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

## DISCUSSION ITEMS

### 1. Associate Councilor Vacancy: Fall 2024 - Spring 2025

Anne explained six associate faculty members applied for the vacancy. The Council was asked to decide if an appointment should be made or if the vacancy should be sent to an election.

- There was a brief discussion in favor of sending the vacancy to an election.
- There was a request to change the voting process for this and future elections to promote accuracy.
  - ⇒ A: The current elections policy and voting system used by AFA does not allow ranked voting, so this must be part of a larger discussion in the future.
- A motion was made, and seconded to move this item to an Action Item.

### 2. Policy Development: Communications position

The Communications position replaces the Publications Coordinator. The draft policy was shared with the Council. The working title for the position is Communications Director.

- Proposed duties included:
  - Produce 5 publications per year
  - Produce and update social media content
  - Work with the Associate Interests Representative, VP of Membership & Outreach, and staff
  - Meet with Cabinet 2-3 times per year for direction
  - Report to the Executive Council once per year
- The position would be paid 10% reassigned time
- Anne opened the item to discussion.
- Questions and Comments
  - Q: Would the position be open to all members or just current Councilors?
    - ⇒ A: It would be open to all members of AFA who had been members for at least 5 consecutive months and have offer rights, similar to the Conciliation-Grievance Officer.
  - There was discussion regarding what qualifications the candidate should possess, including giving preference to previous or current experience on the AFA Executive Council.
  - A Councilor requested the position be required to attend 90% of the Executive Council meetings.
  - Q: Can this position be combined with the VP of Membership & Outreach position since the job duties are similar?
    - ⇒ A: This position, while aligned with general outreach, is intended to be focused on writing.
  - C: It would be great to see this position offered to associate faculty first, as a way of getting associates more involved with AFA.
  - C: A Councilor argued in favor of separating the Communications Director from the VP of Membership & Outreach so that the Communications Director can act more like an observer/recorder of events versus the VP of Membership & Outreach who must plan and execute events.
- The discussion was closed and the Item was expected to return in January with the suggested edits incorporated.

### 3. Draft: AFA Response to U.S. election

Anne presented a draft of the AFA response to the U.S. election. Anne discussed the idea of publishing a joint statement with other campus groups (i.e. SEIU, Academic Senate, SGA, Classified Senate) to strongly encourage the District to provide continuous information on how students, faculty, and staff can support the undocumented/non-citizen population, and others adversely affected by anticipated federal policies. The draft was shared with the Council.

- Questions and Comments
  - Q: Can specific wording be added to provide support for filling out form I-821D: Consideration of Deferred Action for Childhood Arrivals (DACA)?
- A motion was made and seconded to move the Discussion Item to an Action Item (14 in favor).

## ACTION ITEMS

### 1. Associate Councilor Vacancy: Fall 2024 – Spring 2025

- This Item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded, and approved to send the vote to the associate electorate (17 in favor).

**2. Draft: AFA Response to U.S. election**

- This Item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded, and approved to accept the draft with the edits noted during the discussion (17 in favor).

**OTHER REPORTS****1. President's Report.**

- This report was moved to the General Membership meeting.

**2. Treasurer's Report.** Siobhan reported on the first quarter (July 1 – September 30, 2024).

- There was a slight reduction in revenue due to attrition during the opt-out period.
- Outreach campaigns brought in new members and improved the small reduction in revenue.
- The projected annual net revenue is \$45,000.
- Questions and Comments
  - A comment was made that AFA consider a membership drive, coupled with financial outcome/goals, as it can grow membership.

Anne thanked the Executive Council and participants for the feedback and thoughtful discussion before adjourning to begin the General Membership meeting.

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

Minutes submitted by Stephanie Simons.