

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

GENERAL MEMBERSHIP 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
* Bita 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 4:30 p.m. in Doyle 4520, on the Santa Rosa campus and via Zoom conferencing.

COUNCIL PRESENTATION

1. Current negotiations topics and AFA interests (K. Frindell Teuscher, AFA Chief Negotiator and Anne Donegan, President)

K. Frindell Teuscher reported on the business of the Negotiation Team.

- Background information regarding the Contract
 - 2024-25 is the last year of the three-year 2022-25 Contract.
 - Agreement with the Tentative Agreement in May will finalize the current negotiated items into the 2025-28 Contract, assuming Board approval is granted.
 - Articles always open for Negotiation: 1, 7, 8, 10, 14, 17, 26, 30, 31
 - Every year, additional articles may be opened with mutual agreement from District
 - Articles open for 2024-25: 11, 13, 18, 32
 - Articles are opened through a process termed "sunshining," which occurs over the course of two board meetings, allowing for public comment, a requirement of publicly funded programs
 - MOU are mutual, signed agreements that have some urgency or need to be implemented before the Tentative Agreement is presented.
- MOUs completed-to-date for the current contract year:
 - Job descriptions:
 - CRC Faculty Co-chair
 - Update to the IGNITE Coordinator
 - Head Athletic Trainer. The faculty in this position had been working without a job description for decades. These faculty members are also medical professionals with medical record keeping tasks that were not appropriately accounted for in the pay structure.
 - EOPS-Counseling Department split. AFA negotiates the impacts of the division (impacts bargaining)
 - Formal interpretation: Eligibility for PGI. A second opportunity for eligibility was added during previous negotiations, but there was no process put in place for calculating eligibility more than once per year. The District only calculated eligibility in May, which caused an issue for those that became eligible between August and January.
- Current topics on the table
 - Class Size. K. reported this topic was close to completion. Categories were established, and remaining work focused on creating class maximum for each category. Categories will then be populated with disciplines and courses.
 - CDCP Pay Parity for specific courses. The pay structure will be split into two tiers, similar to the lab tier structure. It will include a process for courses to apply.
 - Special Assignment: Museum Director. This vacant position will receive an overhaul and may be available as soon as the beginning of the next academic year.

- Working Conditions: Roseland and off-site locations. The Contract is silent on facility conditions when teaching off-campus. Simple equitable conditions are sought, such as access to bathrooms. Both CCAP and non-CCAP programs are affected.
- Formation of Joint AFA-District problem-solving group. The group will be comprised of members of the District and AFA negotiating teams. It is designed to solve problems before they become an issue and is similar to the SEIU Joint Labor Management Committee. Meetings are scheduled to begin in spring semester. The problem-solving group is expected to save time through the consolidation of meetings.
- Goals for Spring 2025
 - Study abroad overhaul. The Contract is silent on the Study Abroad program. Working conditions, release time, load, associate participation, and other rules for the Study Abroad program differ from those addressed by the Contract. There have been some instances where working conditions have been weaponized.
 - Article 11: Grievances. This article will undergo a rewrite, but may take more than spring semester. K. invited faculty to send any suggestions to AFA.
 - Counseling. The department requires further definition of hours and Special Assignments.
 - Special Assignment: Art Gallery Director. K is collaborating with the Art Gallery Committee, which is responsible for electing the Art Gallery Director, to define the position for Art Gallery Director. There is currently release time, but the position is otherwise undefined.
 - Department Chair release time. Pay for department chairs is inadequate. The DCC was consulted on how much release time would be sufficient. Some ideas included revising the formula, and changing the summer release time formula.
- Questions and Comments
 - Class size
 - Q: Are the large lectures included in the class size negotiations?
⇒A: Future work may include revisiting the large lecture format to bring it up-to-date.
 - Q: Can you clarify how the categories for class sizes are assigned? Is it based on class content or solely on the department they are in?
⇒A: A discipline could have courses in different categories. By analogy, Appendix 5 has tiered lab assignments. There is a main category and disciplines can call-out exceptions to the main category.
 - Q: Some courses consistently have a handful of students trying to get into the class. If a faculty member wants to add those students, can additional pay be provided to the faculty member?
⇒A: AFA discourages taking in more students over the cap, because there is no pay for it. Other colleges provide a tiny bit more load automatically if a certain number of students are taken in over the cap. This possibility can be discussed with the District.
 - C: The Academic Senate passed a resolution about waiting lists which allows waiting lists to be longer, but they will not automatically be added to a section. The resulting list provides information to the department and is meant to encourage departments to make additional sections of a class. Faculty can also contact their chair with information regarding how many students are interested to support the creation of a new section.
 - C: Allowing faculty to exceed the cap could compete with the creation of another section, and take work from someone else lower on the LOS.
 - C: Documenting the number of students that want to enroll in a class to provide information to the dean is a very laborious task.
 - C: There needs to be a reasonable cap on the number of additional students that can be added to a class.
 - C: Classes should not be allowed to exceed the cap. Allowing classes to exceed the cap may go against pedagogy, which would be a detriment to our students.
⇒A: Some disciplines are expandable but others are not, for example Psychology versus Chemistry, and these differences would be taken into consideration when determining if the cap could be exceeded and by how much.
 - Study Abroad
 - C: The Study Abroad program needs accommodation language. Some countries can't provide ADA accommodations, but it is terrible to be shut down and told you can't teach study abroad simply because it hasn't been done before.
 - C: While the housing stipend is the same dollar amount for all study abroad locations, it isn't always enough for certain cities. For example, a faculty member teaching in Barcelona or

Florence will have all of their housing costs covered by the stipend, but that is highly unlikely in London, where housing costs are more expensive.

◦ Associate engagement

- Q: Associate faculty currently don't have any obligation to attend Department meetings, but attendance would help to build better engagement. Can AFA negotiate with the District to provide pay for at least one meeting per year for associate faculty?

⇒A: The Negotiation Team will explore this topic.

OTHER REPORTS

1. **President's Report:** This report was moved from the Executive Council meeting held immediately prior to the General Membership meeting. Anne concluded the general membership meeting with a brief recap on the following points.
 - Political Endorsement. Anne enjoyed the robust discussion regarding the U.S. Presidential election, and was glad AFA supported the Harris/Walz campaign. Though the endorsed candidates did not win, Anne felt being on the right side of history mattered.
 - Community Feedback. A former student, now a student assistant at UC Berkeley, read the AFA statement of support made during the UAW strike. The support elicited pride in being an SRJC alumnus.
 - Membership. Anne and Steven Kessler will continue a project to create documents outlining the benefits of AFA for associate faculty and contract faculty.
 - AFA policy review. Most AFA policies require revision, and have not been updated for ten years or more. Next semester, more policies will be reviewed including the Confidentiality policy.
 - Upcoming areas of focus. AFA will work to improve working conditions in Roseland and other off-site teaching locations. Departments that will be affected are primarily EMLS, Adult Ed, and the GED program.

Anne concluded by thanking all participants for their assistance with completing the many tasks brought to the Executive Council this semester. Anne stated she looks forward to accomplishing more goals in the spring.

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

Minutes submitted by Stephanie Simons.