

# ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

## EXECUTIVE COUNCIL MEETING MINUTES

February 11, 2026

(Approved by the Executive Council on February 25, 2026)

* Sarah Whyllly, <i>presiding</i>	* Michelle Hughes Markovics	* Tim Melvin	* Christie Soldate
Ashley Arnold	* Steven Kessler	* Venona Orr	* Michelle van Aalst
* Marc Bojanowski	* Dawn Lukas	* Jessie Paisley	* Johannes van Gorp
* Jessica Bush	* Sean Martin	* Stacie Sather	* <i>Associate Vacancy</i>
* Amanda Greene	* Siobhan McGregor-Gordon	* Emily Schmidt	

Negotiators/Appointed Positions present: Ivan Tircuit  
Staff members present: Stephanie Simons

The meeting was called to order at 3:21 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 was postponed.
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 WITHIN AFA'S PURVIEW

1. **Regarding the failed Counselor search.** A Councilor announced they made a statement during the last Academic Senate meeting regarding the failed Counselor search, and that they have plans to make another statement to the Board of Trustees to highlight the detriment experienced by colleagues who participated in the search. The Councilor stated the circumstances of the failure are suspect, and expressed concern that the underlying reason the search failed could be related to an issue of discrimination. The Councilor felt Dr. Garcia acted unprofessionally and outside of their area of expertise when they declared the search failed, especially given at least one of the candidates is currently employed as an associate faculty member in the Counseling department. The Councilor noted that the District was previously sued in 1989, via filing of a PERB charge, for discriminating against a candidate because of their work on the AFA Executive Council. Given this past precedent, the Councilor suggested that the reasons the recent search failed should be scrutinized.
2. **Request for an update on health care negotiations.** A Councilor presented a concern from three different members. The members requested an update about the status of negotiations related to the health care insurance premiums. Faculty members would like to hear more updates regarding this topic as it has financial implications for all faculty.
3. **Safety concerns for Counselors.** A Councilor presented a concern from the Counseling Department. It was explained that the administration currently prohibits the front desk staff from notifying Counselors if a visiting student exhibits behavior that makes the staff take pause or have concern. It was relayed that the administration's reason for not allowing this monitoring is to prevent bias toward the student. Counselors argue that this creates a safety and liability concern for the District, should the situation escalate. The current concern is related to the dissolution of the notes system ([AFA Executive Council minutes 4/23/25](#)) which placed notes related to student preferences or safety

concerns in the electronic files. Counselors request the ability to “give a heads up” if, at the time of check-in, a situation occurs that requires deescalation or more.

4. Second request: Off-campus sites and District protocol for ICE and other malicious encounters. The department chair for English for Multilingual Students (EMLS), College Skills and Adult Ed addressed for a second time a member concern they made on [August 27, 2025](#). The chair reported that nothing has been addressed from the first concern. Requests have been made for additional Student Services and assistance from community partners, but specifically not more police presence. The chair reported that the District communicated that they “are working on it.”
5. Working conditions at the Roseland facility. The chair of EMLS, College Skills and Adult Ed shared a concern regarding working conditions and workload at the Roseland facility. The chair reported that there are instances of unilateral communication and withholding of information in a timely and transparent manner. Staff have been directed not to communicate directly with faculty unless granted permission. Students raised concerns about a classroom at a remote location, and staff were directed not to inform the department chair. Decisions about faculty work have been implemented without consultation or notice. Safety is of concern at Roseland. Emergency kits were not on hand until a student was injured. The emergency lockdown buttons have been pressed twice in the evening, and no police came until morning. A custodial staff member was attacked on campus and the evening instructors, who work alone after 7:00 p.m., were not informed of the incident. Additional concerns included the monitoring and observations of faculty and staff by administrators, changes to the physical classroom environment that disrupt learning, and system changes that require additional work to implement because they don’t take into consideration the unique environment of an open entry/exit model. The chair asserted that faculty have a right to a safe and secure workplace, and requested the initiation of meetings with administrators to help resolve these issues.

### MINUTES

There being no corrections or additions, the Council approved a motion to accept the minutes from the January 28, 2026 Executive Council meetings as submitted (unanimous consent). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

### ANNOUNCEMENTS

1. **2026-27 AFA Leadership Elections Results.**
  - The list of newly elected AFA Leaders was shared with the Council. Congratulations were offered to the winners. The following persons were elected:
    - President - Anne Donegan
    - Chief Negotiating Officer - K. Frindell Teuscher
    - Conciliation/Grievance Officer - Ivan Tircuit
    - Executive Vice-President - Marc Bojanowski
    - Vice-President, Membership & Outreach - Emily Schmidt
    - Secretary-Treasurer - Siobhan McGregor-Gordon
    - Associate Cabinet Representative - Dawn Lukas
    - TREG Negotiator - Marc Bojanowski
    - Data Analyst - Tim Melvin
2. **2026-27 AFA Leadership Elections: At-Large Negotiators.** Sarah explained that there are two At-Large Negotiator positions to be filled. Nominations closed on February 4. The ballot for the election will be sent to the Council at 5:00 p.m. and will run through February 18.
3. **Spring CCCI Conference (April 23-25).** It was announced that AFA will attend the spring CCCI Conference in Berkeley. AFA policy provides reimbursement to five attendees. Councilmembers interested in applying for the reimbursement were invited to send interest to the AFA Office by February 20. The room was abuzz with excitement and many statements of encouragement to attend were made.

### OTHER REPORTS

1. **President’s Report.** Sarah reported on the following:

- General updates. AFA Leadership has experienced a lot of unanticipated work related to working conditions, which is specifically due to the actions of one District employee. All members of the cabinet have been tapped to help handle the resulting workload. Sarah offered apologies to any member that has been on the receiving end of a delayed response; the delay is due to the increased workload. Sarah offered thanks to the support provided by Marc Bojanowski, Dawn Lukas, Sean Martin, and Ivan Tircuit.
- Health hazards at AFA HQ: The AFA office has experienced some issues with animal activity and odiferous emissions. It was asked that any observations of animal activity at the AFA office be sent to the AFA staff.
- Website project update: In January, AFA changed web hosts and the project of updating broken links is ongoing. Non-functional elements may be reported to the AFA office.

## 2. **Officer Updates.**

- Associate Councilor Vacancy (Spring 26-Spring 27): The open associate Councilor seat has yet to receive interest. Siobhan sent an email to some of the underrepresented departments to encourage faculty from those departments to run. Interest may be submitted to the AFA office.
- Announcement: AFA at PDA day. Steven reminded faculty members and the Executive Council that AFA will host a table in lobby of Lindley after the Tauzer lecture during the break between sessions. Snacks and information will be provided. Councilors were invited to participate in staffing the table to provide information to visitors, or simply get snacks. The Executive Council was then asked to peruse a flyer describing the benefits of joining AFA and the cost of membership, which equates to \$7.40 per \$1000 earned.
- Surreptitious surveillance at the Roseland facility. AFA was alerted to the installation of a security camera system at Roseland facility that was not properly described to the faculty at the location. Ivan was pleased to report that the Administration quickly dealt with this contract violation.
- Input request for EEOAC plan. Sean and Ivan, as a part of the Equal Employment Opportunity Advisory Committee (EEOAC), are working to update the Equal Employment Opportunity plan. Ivan invited members to submit suggestions to Ivan or Sean.
- PDA Sessions. K. Frindell Teuscher will host a session regarding the healthcare premium increases at the PDA day. During Session 2, Ivan Tircuit and Emily Schmidt will present on the topic, *Weaponizing the Police*.

## **DISCUSSION ITEMS**

### 1. **AFA Spring Retreat: Mini Learning Sessions**

- Sarah explained that attending a retreat is a part of AFA's policies. In response to decreasing attendance at AFA retreats, the Cabinet discussed options to offer in lieu of a full day retreat. The Cabinet would like to offer several two-hour learning sessions. Sarah stated that the sessions would be on a particular topic and led by a councilmember who had expertise in that area. It was hoped that the shorter sessions would encourage more participation. She opened the item for discussion.
- A Councilor reminded the Councilors that attending a retreat is part of their ascribed job duties, and the mini learning session was offered as an alternative to a day-long retreat because attendance at those retreats has significantly declined. The Councilor supports the mini learning sessions, and would be interested in topics such as how the PERB (Public Employee Relations Board) process works and what types of actions are allowed by unions.
- Support for a single, day-long session:
  - Could offer a more restorative reprieve from the regular workload
  - Consolidates the obligation, reducing the potential for scheduling conflicts particularly for associate faculty who may work at different institutions
  - Reduces travel for those not on the Santa Rosa campus
  - Offers a space to come together as a larger group where ideas can be shared more freely outside of the regular meeting space.
- Support for mini learning sessions:
  - Offers flexibility and choice, which could improve attendance.
  - Could be held in several different locations, (i.e. Santa Rosa, Petaluma).
- Other suggestions:
  - Change the day the retreat is scheduled to a non-work day (weekend, Flex day, the Wednesday before the semester begins, PDA day)

- Gather more input from the Executive Council prior to scheduling a date
  - Provide more time for each individual to review their schedules before determining a date for the retreat.
  - Clarifications offered by Cabinet members:
    - Expected attendance would be for one or two sessions, but not all sessions
    - The plan is an attempt to help mitigate the effects of the increasing workload and improve attendance at the retreat
    - The calendar discussion and approval occurs in April and October for the following semester.
  - Due to time constraints, this discussion was tabled for a future meeting.
- 2. Policy Development: Support Officer**
- This item was postponed due to time constraints.

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

Minutes submitted by Stephanie Simons.