

# ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

## EXECUTIVE COUNCIL MEETING MINUTES

September 10, 2025

(Approved by the Executive Council on September 24, 2025)

Executive Councilors present (noted by \*):

* Anne Donegan, <i>presiding</i>	* Michelle Hughes Markovics	* Venona Orr	* Michelle van Aalst
Ashley Arnold	* Dawn Lukas	* Jessy Paisley	* Johannes van Gorp
* Marc Bojanowski	* Sean Martin	* Emily Schmidt	* Sarah Whyllly
* Amanda Greene	Tony Martin	* Christie Soldate	* Patsy Young
	* Siobhan McGregor-Gordon.	* Ivan Tircuit	* <i>associate vacancy</i>

Negotiators/Appointed Positions present: K. Frindell Teuscher, Matthew Martin

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 3:58 p.m.

### OPEN SESSION

Open Session reconvened at 4:05 p.m.

### MEMBER CONCERNS

1. **Definition of "Instructional Day."** A Councilor reported that the college defined faculty responsibilities in terms of "instructional days." No definition of "instructional days" was listed in the contract. The Councilor requested the Negotiations Team work with the District to include the definition of "instructional day(s)" in the contract.

### MINUTES

A motion was made and seconded to approve the minutes from the August 27, 2025 Executive Council meeting (16 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

### GENERAL ANNOUNCEMENTS

#### 1. CCCI Fall Conference (10/23/25 – 10/25/25)

The California College of Independents (CCCI) Fall conference was scheduled to be held in San Diego at the end of October. The window for submitting interest for full reimbursement closed on September 9, 2025, and those who qualified were to be contacted as soon as possible. Councilors that did not qualify for full reimbursement, could request AFA reimburse for the conference fees only.

#### 2. AFA Fall Retreat (9/12/25)

The AFA fall retreat was scheduled for September 12, 2025 at the Finley Community Center. AFA's attorney was scheduled to give a presentation in the morning, with additional informational sessions occurring after lunch. Councilors were asked to R.S.V.P. to the AFA Office for a final headcount.

## MAIN REPORTS

### 1. President's Report

- Title IX all-staff email. President Garcia sent an email to the college community that asked staff not to discuss with the press any details related to a Title IX allegation. Anne described the request as authoritarian and heavy-handed. Anne communicated that with President Garcia and questioned what would happen to anyone that spoke to the press. President Garcia stated nothing would happen; the message was intended as a request. In response, AFA planned to send an email to all faculty discussing freedom of speech and academic freedom. Anne addressed the topic at the Board of Trustees meeting, and read to the Board of Trustees the preamble of Article 9 of the AFA-SCJC District contract. Anne stated it was well received, and she planned to continue speaking to this issue at the next board meeting.
- District Policies regarding unauthorized classroom intrusions. This topic was addressed in response to a member concern at the last Executive Council meeting. It was explained that many faculty members remained unclear as to the procedures to follow if an ICE Agent intrudes on a classroom, particularly those off-site and at campuses where no campus police were stationed. There were concerns about safety because the existing procedural stated the instructor was to call the President's office, which was closed during the hours that many were teaching at off-site locations. The Negotiations team planned to negotiate these conditions with the District.
  - Questions and Comments.
    - A comment was made that any person with no identifying information and a gun should be considered an active shooter, and the correlating procedure should be followed.
    - A Councilor commented that the District was not giving enough thought to the problem as a real-life scenario. They emphasized that it would not be a single person showing up; it would be a militia. A single instructor would be unable to calm the students while simultaneously prohibiting the militia from accessing students in the classroom.
    - A member asked for easily accessed procedural guides – single sheets – to refer to during such events.
    - It was suggested that faculty members join the North Bay Rapid Response Network for real-time reporting and assistance until the District was able to provide a realistic plan of action.
    - It was commented that the District was only concerned about its own legal liability in such matters.
- SEIU and District Negotiations. Anne reported that SEIU was having difficulty coming to an agreement in their negotiations with the District, particularly in regard to increases to the health care premium. Anne asked faculty to show their support for the classified staff. Anne reported that the Board of Trustees authorized a raise for themselves, but they did not choose to replace ten retiring faculty members. The hiring freeze was anticipated to save the District \$350,000 annually, and it was suggested that this amount could be used to pay for the increased health care premiums.
- AI Taskforce. AFA members were encouraged to put their name in for the AI Taskforce. More faculty voices were needed on the committee. Several comments were made about AI in the classroom. Attendees were reminded that AFA cannot comment from an academic perspective. Faculty members were encouraged to make such comments at a meeting of the Academic Senate, which was still in discussions about the topic, or to apply to serve on the AI Taskforce.

## DISCUSSION ITEMS

### 1. Associate Councilor Vacancy

It was announced that one person applied to the vacancy. Anne asked the Council to discuss whether to appoint the candidate or send the vacancy to an election by the members.

- There was a brief discussion of the options.
- A motion was made to send this item to an Action Item.

### 2. Donation to North Bay Jobs with Justice (NBjwJ).

It was explained that AFA had donated \$1000 to NBjwJ during their fundraising campaign in the past. The Executive Council was asked to discuss donating to the fundraising campaign again.

- Anne opened discussion.
- A motion was made and seconded to move this item to an Action Item.

### 3. Proposed Time change to AFA Executive Council meetings.

Anne noted that the time of AFA Executive Council meetings differed from the standard times of other meetings at SRJC. Anne suggested that AFA change the closed session to begin at 3:15 p.m., shortening the closed session by fifteen minutes. The open session would remain scheduled from 4:00 p.m. - 5:00 p.m.

- Discussion was opened.
  - Clarification was requested regarding the reason behind shortening the meeting because the meetings often run long.
    - ⇒ A: It was explained that the meeting time would not be extended beyond 5:00 p.m. because 5:00 p.m. was the end of the standard workday.
  - The change received support from those traveling from Petaluma.
  - It was requested that if a re-evaluation showed a need to extend the meeting time, any such change be implemented for a future semester, so those who may have commitments immediately following the Executive Council meeting could have ample time to adjust their schedules.
- A motion was made and seconded to move this item to an Action Item.

### 4. Communications Discussion.

Matthew Martin, AFA Communications Director, led a discussion regarding potential AFA publications. Matthew listed the many publications that had already been created: newsletter template, Rank 10, welcome letter, Labor Day document, associate medical benefits, things that happened prior to the impasse, access to laptops for associates. He explained that he would like to create "evergreen" documents that can be reissued periodically.

- Discussion was opened, and the following topics were suggested:
  - Assignments, established load, what happens when a class gets canceled
  - A job announcement is not your job description - Know the difference
  - Information about SLOs
  - AFA informational: where AFA has been and what AFA can do for you
  - Associate laptop program availability
  - You're a faculty member; who's your boss? It's not the department chair or dean; it's the contract!
  - Collaborations with SEIU to educate all faculty on the issues faced by classified colleagues.
- Additional suggestions included:
  - Hosting a breakout group at a retreat to discuss how to use publications to reach non-members
  - Distribution of hard copies, especially in off-campus locations such as the public safety training center, EMLS locations, and other areas beyond the service centers.
- Matthew requested any additional ideas be sent to Anne Donegan or the AFA Office.

### 5. Proposed Amendment to AFA Policies: AFA District Committees Policy.

- This item was postponed due to time constraints.

### 6. 2025-26 Priorities.

- This item was postponed due to time constraints.

## ACTION ITEMS

#### 1. Associate Councilor Vacancy

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded, and approved to appoint Jessica Bush to the associate Councilor vacancy per Bylaws, Section 6.B.2.a. (unanimous consent).

#### 2. Donation to North Bay Jobs with Justice (NBjwJ)

- This item was moved from a Discussion Item.
- There was a call for further discussion.
  - A suggestion was made to increase the donation amount to \$1500.
    - ⇒ A: The Secretary/Treasurer advised that the budget supported the \$1000 donation and additional amounts could be considered after the 3<sup>rd</sup> quarter.
- A motion was made, seconded, and approved to donate \$1000 to North Bay Jobs with Justice with the option to donate more after a 3<sup>rd</sup> quarter budget review (unanimous consent).

#### 2. Proposed time change to AFA Executive Council Meetings

- This item was moved from a Discussion Item.
- Anne added that the new time started in two weeks (September 24, 2025).

- There was no further discussion.
- A motion was made, seconded, and approved to change the start time of the closed sessions of the Executive Council meeting to 3:15 p.m. and open session remained unchanged (unanimous consent).

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

Minutes submitted by Stephanie Simons