

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

September 24, 2025

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

Executive Councilors present (noted by *):

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

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

Staff members present: Stephanie Simons

The meeting was called to order at 3:20 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 3:59 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS

1. **Use of AI to perform faculty job duties**. A Councilor reported that several members were concerned about the use of AI by faculty to perform essential faculty job duties. There was a report of additional tools available within Canvas that support efficiency, such as with grading papers and a Q&A chat bot. The concern was that faculty job duties were being transferred to a machine, which not only violated the contract, but also [AB 2370](#) which required that teachers be humans.

MINUTES

A motion was made and seconded to approve the minutes from the September 10, 2025 Executive Council meeting (15 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

ANNOUNCEMENTS

1. AFA President, Spring 2026 One-semester Sabbatical Vacancy

Anne announced a one-semester vacancy in the office of President due to her sabbatical in spring 2026. Any person who served as a Councilor, Officer or Negotiator for at least a year preceding the beginning of the vacant term were invited to run for the vacancy. Candidates were invited to apply through the AFA staff until 5:00 p.m. on October 7, 2025. Anne hoped the leadership transition would be smooth, and she expressed interest in running for a second term which would begin in fall of 2026.

MAIN REPORTS

1. President's Report

- FACCC visit 11/12. Wendy Brill-Wynkoop, FACCC Past-President, was scheduled to visit SRJC on November 12, 2025. The visit will take place during the Executive Council meeting time, with the possibility of extending it into the closed session time block. The discussion will address AI, the United Faculty Movement, and FACCC's efforts to stop the lobbying movements meant to expedite student completion rather than focusing on a robust education.
- SEIU Informational Picketing. On Thursday 9/12, AFA joined SEIU in picketing at President Garcia's President's Message event. While President Garcia liaised with the generous donors to the college over wine and cheese, approximately 30 SEIU and six faculty protested the healthcare premium increases. Three AFA officers joined the picket line. Dr. Garcia did not appear to speak to any of the picketers, but of note was that Board President Ezra Chabon sought out and spoke with SEIU leaders. The two events drew the attention of the Oak Leaf, and AFA received mentioned as supporters of their SEIU colleagues.
- Proposition 50 Webinar Thursday 9/24. Anne reported that FACCC with Mendocino College, College of the Redwoods, and SRJC planned to host a meeting with Chris Rogers and Damon Connelly to discuss the temporary move of congressional redistricting from California's independent commission to the state Legislature, as proposed through Proposition 50. The recording of the webinar was to be distributed after the event. Anne requested members tell their colleagues about the webinar.
- October 29: Health Care Town Hall. AFA announced a townhall luncheon with faculty to discuss the health care cost increases and anticipated future outcomes. The meeting was slated for October 29, 2025 from 1:30 p.m. to 3:00 p.m. with location TBD. Zoom would be available if possible. A survey was to be sent to all faculty to ask questions regarding the changes and provide direction to the Negotiations team. More details were to come as the event drew closer.
 - Questions & Comments
 - Is this open to all faculty members or just dues paying members?
 - ⇒ A: That detail will be determined as the event approaches.
 - Is the survey open to all members or just dues paying?
 - ⇒ A: It will go to all faculty.
 - Will this be available to faculty on the Petaluma campus?
 - ⇒ A: If the integrity of negotiations is not compromised, it will be made available on Zoom. If Zoom is not feasible, there is the possibility of offering something at the regular meeting in Petaluma on October 22.
- Elections. Anne announced that an associate Councilor seat was vacant. The call for the associate vacancy and Anne's sabbatical leave contract Councilor vacancy were opened on September 16 and closed on September 30. Anne noted candidates may submit a 250-word candidate statement. Candidates were to be presented to the Executive Council on October 8. Anne noted the following dates:
 - October 8: Executive Council reviews submissions and determines whether to appoint (e.g. if uncontested) or send them to an election
 - October 9-18: Election balloting
 - October 22: Election results for the two Councilor and the President vacancies announced at Executive Council meeting
- Committees: Anne stated that appointments across the constituent groups were almost complete. Committees were to begin meeting again by mid-October.

2. Associate Cabinet Representative Report. This item was postponed.

DISCUSSION ITEMS

1. Proposed Amendment to AFA Policies: AFA District Committees Policy

It was announced that this policy was addressed because it needed an update as a result of the reorganization of District committees.

- Changes to the AFA Policy included:
 - Accurately state names of committees
 - Committee member reporting procedure
 - Appointment procedure
- There was a brief discussion of the suggested changes.
 - A Councilor noted that an earlier document gave priority of appointment to members of the Executive Council, and they suggested it be added back to the draft.
 - It was noted that the job description of a Councilor also reflected the priority of assignment.

- It was agreed that language would be added back to the draft to indicate that Councilors have priority of assignment.
- A motion was made and seconded to send this item to an Action Item.

2. 2025-26 Priorities

A list of suggested focus points for 2025-26 was displayed for the Executive Council. Anne directed the discussion to only those items affecting the full Executive Council, leaving the Associate Interests Committee discussion for a later time when the Associate Cabinet Representative could be present.

- Focus points:
 - Membership and Outreach - Anne noted that member outreach was a top priority. Plans for outreach included messaging, surveys and events.
 - FACCC visit - A FACCC visit had been scheduled (see President's Report).
 - State advocacy - She suggested AFA could do things such as develop PACS, recruit board members, endorse candidates, and donate to candidates.
 - A Councilor stated that they would like AFA to be more politically active because there have been instances where local politicians visited campus campaigning, but AFA had no official presence at the event.
 - Investment of reserves – AFA moved funds to better interest-bearing accounts. Anne stated many other unions in CCCI have investment portfolios, and she suggested AFA consider conservative investments as well.
 - CalSTRS – It was suggested AFA plan to ask CalSTRS to visit to campus to bring awareness to planning for retirement.
 - Zero sum budgeting – Anne reported that administrators have adopted this phrase meaning, if a class is added in one department, the FTEF value of that class must be cut in another. She wanted to set up a Google form to allow faculty to self-report how many add code requests come in after a class has closed so that the union can better show that more classes need to be added and more faculty hired.
 - A Councilor noted that there were changes in FTEF budgets across departments during COVID, and the District has explained current changes in class offerings as a return to pre-COVID budgets.
 - A Councilor stated that there are additional rules that affect which classes can be taught at the Petaluma campus.
 - A Councilor explained their understanding of the proposed change. They stated if a class gets canceled under the new model, it gives that discipline the opportunity to offer the class in an alternative mode. The Councilor also called for a collaboration with the Academic Senate to mitigate potential harm to departments and create a fair allocation model.
 - Several Councilors relayed different examples of non-uniform explanations the District had provided to them for why certain classes were not offered in Petaluma and how classes would be removed from the offerings in Petaluma if the instructor passed on the offer.
 - The Chief Negotiator noted that while AFA cannot change how the District allocates the classes and delineates the budget, AFA can negotiate the impacts of the policies and request clarification on why the process works in this manner.
 - Strengthen relationship with Academic Senate – Anne and K. continue last year's practice of meeting with members of the Academic Senate Executive Committee.
 - Unit B support – Anne explained that Unit B faculty get significantly less pay for the same work as AFA members (approximately \$58 per hour at the highest end of the scale versus lowest pay for AFA members at \$85 per hour). In addition, Unit B members have been intentionally chosen to work at off-site locations in poor working conditions. These locations are those that AFA had negotiated with the District to be deemed unsuitable conditions for its members. Representatives for Unit B had been contacted regarding the situation.
 - Clarification was requested as to who made the determination that Unit B classes should be taught in the locations, but no additional information could be provided at the time.
 - A member explained how Unit B members, if unable to receive support from their own union, could choose to disassociate with their union. Once disassociated, they could apply to be represented by AFA. The member cautioned that AFA should avoid getting involved in the process unless the District was found to be using the other union to undercut AFA members.
 - Additional suggestions from Councilors included:
 - A mixer with the Academic Senate

- An end-of-semester faculty mixer
 - Survey of the members on hot topics to ensure they feel heard
 - Political involvement to establish relationships with local politicians to ensure AFA opinions are heard
 - Increased involvement with FACCC and CCCI to strengthen the voice of faculty at the state level.
- Anne stated she would bring back the discussion at a future meeting and follow up after that with a survey of the Executive Council to narrow the list down to the top three priorities.

3. AFA Appointments to District-wide Committees

- This item was postponed due to time constraints.

ACTION ITEMS

1. Proposed Amendment to AFA Policies: AFA District Committees Policy

- This item was moved from a Discussion Item.
- A motion was made and seconded to approve the revised policy with the caveat that language would be added back to the draft to indicate that Councilors maintain priority of assignment.
- There being no further discussion, the motion was approved (unanimous consent).

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

Minutes submitted by Stephanie Simons