

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

August 26, 2026

(Approved by the Executive Council on September 9, 2026)

* Anne Donegan, <i>presiding</i>	* Dawn Lukas	* Stacie Sather	* Michelle van Aalst
* Marc Bojanowski	* Sean Martin	* Emily Schmidt	* <i>Associate Vacancy</i>
* Amanda Greene	* Siobhan McGregor-Gordon	* Christie Soldate	* <i>Associate Vacancy</i>
* Michelle Hughes Markovics	* Tim Melvin	* Ivan Tircuit	* <i>Associate Vacancy</i>
* Steven Kessler	* Jessy Paisley	* Johannes van Gorp	

Negotiators/Appointed Positions present: K. Frindell Teuscher, Matthew Martin
Staff members present: Stephanie Simons

The meeting was called to order at 3:15 p.m. in Lindley 171, 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 4:00 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Examination of the proposed bond**. A member made a statement asking the union to look at the District's bond proposal. It was explained that the existing bond requests \$30 per \$100,000 of valuation of the taxpayer's tax base. If the proposed bond is passed, the cap will rise significantly and prevent future generations from requesting additional funds until 2040. The proposed \$830 million bond requires the District to pay \$1.12 in interest for every dollar borrowed. If the bond is restructured to be less money with a shorter repayment window, it will reduce the fallout for the future generations of students and teachers. The member stated that faculty should decide if the bond proposal is the right thing at the right time. The member also reported that when the numbers for the existing bond are presented at the Board of Trustees meetings, the numbers appear to be changing, but they should be relatively fixed. Additionally, the member states that of the \$1.75 million requested from the existing bond, the District is hiding the intended disposition of \$1.2 million.
2. **Class cancelations adversely affecting medical leave**. A member presented a concern regarding working conditions possibly related with Banner or the resulting cancelation processes implemented by the District. The member stated they currently have a partial medical leave comprised of a reduced teaching schedule designed by a team that includes the faculty member's physician, department chair, and affected colleagues. One class of the schedule was canceled due to low enrollment in the first few weeks of the semester. Then the course was reinstated as a late start course, disrupting the meticulously-created, medically-mandated schedule. The faculty member asked AFA to consider their situation when exploring the scope of potential working condition problems caused by Banner.
3. **Banner's impingement on academic freedoms**. A councilor explained that Banner no longer allows instructors to change the official due dates for coursework beyond the listed dates of the course.

4. Banner's erroneous calendar. A member reported that the calendar in Banner is different than the calendar published by the District.
5. Banner's un-synched roster and gradebook sub-par to Canvas and SIS. A member explained after turning in summer grades, two students found they had been dropped from the course, and the instructor found several instances where assigned grades were not entered into Banner at all because Banner's interface is not intuitive, and shows the gradebook on multiple pages. The instructor spent several hours remedying the issue. The faculty member elaborated that the grades were entered directly into the Canvas shell, but not in Banner because they expected the data would synch across platforms as it had in the past.
6. DRD accommodations affected by Banner. A faculty member reported that a student's DRD accommodations letter linked to the roster repeatedly disappeared from the roster. The faculty member expressed concern that this constitutes a Title 5 issue because the instructor can neither view nor follow the accommodation.
7. DRD accommodations affected by Banner. A faculty member explained that Banner does not allow a user to download, save, or print accommodation letters. The faculty member had to cut and paste the body of the letters into a separate document so that they could easily view the accommodation letters.
8. Real-time class enrollment data unavailable in Banner. A faculty member explained that an instructor needs to know which students have enrolled in or dropped their class. The faculty member was not able to view this information in the Banner interface. The instructor was directed by IT to look at Canvas to see inactive students, but this method was deemed insufficient because students can still appear active in the class because they can continue to log in to their Canvas shell.
9. Concerns regarding the Banner schedule of classes from a Counseling perspective. A faculty member from Counseling described their experience with Banner's schedule of classes as atrocious. The faculty member reported a District representative stated no changes will be made to the way scheduling is done because the District will be instituting a new schedule of classes in a year. The faculty member reported that the current schedule of classes is not ADA compliant in its design. The faculty member requested AFA demand that faculty, particularly Counseling faculty, be included on any committee involving the design of the new schedule of classes, so the department can elaborate on current issues and prevent any further issues.
10. Real-time class enrollment data and Banner. A faculty member expressed concern that students who had dropped a class were still able to see the class when logged into their Canvas shell.
⇒A: An AFA Councilor stated this issue is supposedly resolved with a recent patch.
11. Real-time class enrollment data and Banner. A faculty member reported that they suddenly had extra students in the class even though the waitlist hadn't changed. The number on roster was 30 but Banner showed 32 enrollees. The faculty member was not able to view any additional information about when the students were added, and was unable to troubleshoot the issue further.
12. Reporting technical problems with Banner. A faculty member requested a clear and concise list of contact information for the persons who will be responsible for troubleshooting issues with Banner. The faculty member requested the District publish a workflow with data including the reported problems and their solutions to the staff and faculty.
⇒A: An AFA Councilor stated technical problems are to be submitted to IT via the [self-service hub](#).

MINUTES

A motion was made, seconded and approved to accept the minutes from the April 22, 2026 and May 13, 2026 Executive Council meetings, and the May 13, 2026 General Membership meeting (unanimous consent). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

ANNOUNCEMENTS

1. **CCCI (California Community College Independents) Fall Conference (10/22/26-10/24/26)**
 - The fall CCCI Conference will be held in San Diego October 22-24, 2026.
 - AFA sends five Councilmembers to the conference, per the [Conference and Travel policy](#).

- Councilors were asked to send their interest to the AFA office no later than September 11, 2026.
- 2. **FACCC (Faculty Association of California Community Colleges) Leadership, Policy & the Profession Conference (2/28/27-3/1/27)**
 - Formerly the FACCC Advocacy & Policy Conference, this conference will be held in Sacramento in early 2027.
 - AFA sends five Councilmembers to the conference, per the [Conference and Travel policy](#).
 - AFA may also send two students to learn about political lobbying.
 - Councilors were asked to send their interest to the AFA office by October 30, 2026.
- 3. **Associate Vacancies: (2) Fa26-Sp27, (1) Fa26-Sp28**
 - Anne explained that there are three associate Councilor vacancies
 - Associate faculty may apply by sending a statement to the AFA Office by August 31. Requirements to run are found in the [Bylaws, II.2.C.](#)

MAIN REPORTS

1. **President's Report.** Anne reported on the following topics.
 - **Banner Implementation.** Anne explained she was on sabbatical during the spring semester of 2026, and began teaching again during the summer session and found that Banner had been launched during her absence. Anne noticed faculty colleagues had started threads about how to use Banner, and assumed she had missed trainings while on sabbatical. She soon discovered the many issues with Banner, and brought her concerns to the Board of Trustees at the [June 25 Special Meeting of the Board](#). Anne asked why there was no practice run or trainings, and learned the District would have had to pay Ellucian, the parent company of Banner, an additional fee of over \$1 million to postpone the rollout.
 - **Unpaid labor resulting from the Banner implementation.** The implementation of Banner required many hours of additional work from colleagues, particularly from the Counseling department. On July 2, AFA sent out a member survey requesting feedback about Banner. In less than a week, there were over 100 responses. Anne met with District representatives to present the complaints because there was no other place to make the complaints. The District responded to the receipt of the list as though they had no idea as to the extent of the problems. It has been estimated there are hundreds, if not thousands, of unpaid hours as a result of the botched rollout. Anne and K. have requested a lump sum of additional pay for those who taught during the summer, with a larger bump for Counselors who received the brunt of the student complaints. AFA is still waiting to hear back from the District regarding this request.
 - **District response to AFA concerns.** AFA spent many hours during the summer in discussions with the District. Anne noted there is a vacuum of communication, contradictory information and no response to the big picture issue of why these issues are such a problem. The college president was asked to communicate to the college why the rollout was done in this way and when it will be fixed. The college president was encouraged to address the issues during the summer because the scale of problems will grow significantly in fall. The president's response was ineffectual and did not take accountability for the mess.
 - **Next Steps.** AFA will continue to keep an open line of communication with the District, and encourage the District to reciprocate. An article about the botched roll-out was published by The Oak Leaf, and the Press Democrat is slated to publish an article within a week.
 - **Questions & Comments**
 - C: A Councilor noted that of the many problems, one of the most concerning is that when new patches come in, they unfix previous patches.
 - C: AFA's Conciliation/Grievance Officer (CGO) began the summer with the cancelation of their one in-person class due to low enrollment. They decided to take a road trip with their new-found freedom only to be suddenly inundated with complaints about Banner. The IT personnel were frustrated, and that frustration trickled down to faculty and students. IT reported to the CGO that IT had to halt enrollment because the students were experiencing difficulty with enrolling through Banner. The CGO points to this as evidence that Banner is directly responsible for class cuts.
 - C: A Councilor noted that at the Board of Trustees meeting, there appeared to be a disconnect between the concerns expressed by faculty about the issues with Banner and business as usual. The Councilor stated it is clear there is very little awareness about the issues at the board level,

and the management at the next lower level disavows responsibility for the problems. The buck doesn't stop anywhere.

- C: A Councilor expressed deep concern about the lack of responsibility the District's management team has accepted. The Councilor stated the public comments responding to the Oak Leaf article should illicit shame from the management.
- C: A Councilor stated the principal issue in the Banner debacle is the private-public partnership scam. The Councilor cited the data breach of Canvas that potentially revealed private information about students and faculty. It was asked, why was trust placed in a private sector business to keep safe personal data? Banner is a branch of the larger company, Ellucian, that has ties with many third-party data brokers. This network of predatory companies sells a money-saving scheme that creates a boondoggle that leads to union busting, and the creation of massive bonds to pay the predatory companies. The Councilor feels there is no longer any local control of the college, and the private-public partnership scam must be stopped.

DISCUSSION ITEMS

1. Fall Calendar Amendments

- AFA's calendar was shared with the Executive Council in their meeting packet.
- Anne reminded the Executive Council that they set two training dates: September 11 and September 30. Anne explained that though there is a tentative meeting scheduled for November 25, it is almost always canceled because it is the day before Thanksgiving. With this slated for cancellation, there will be no regular meeting of the Executive Council in November. Anne proposed the Executive Council change the September 11 meeting to November 13 so an open session for business could be held if needed, followed by a closed session to do the training.
- Anne asked the Executive Council to move the Petaluma meeting of the Executive Council to October 14 instead of October 28 so all the meetings in Santa Rosa would take place in the same meeting room.
- A motion was made and seconded to move this Discussion Item to an Action Item.

2. AFA Representatives to District-wide Committees 2026-27

- It was explained that there were still a few District-wide committee seats that needed to be filled for the 2026-27 academic year. The list of committees was shared with the Executive Council and Councilors were asked to review and confirm their placement.
- The Council was reminded that Council members are given right of first refusal to committee appointments, then any remaining open seats are offered to AFA members.
- Emily Schmidt volunteered for District Facilities Advisory Committee.
- Stacie Sather volunteered for the Faculty Professional Development Senate sub-committee.
- K. Frindell Teuscher agreed to remain on the Sabbatical Committee until October to ensure recent changes to [Article 25](#) of the AFA-District Contract were implemented appropriately.
- Dawn Lukas changed her committee placement to the Student Learning Outcomes Committee.
- The Equal Employment Opportunity Advisory Committee (EEOAC) and District Technology remained vacant.
- A motion was made and seconded to move this item to an Action Item.

3. Donation to North Bay Jobs with Justice (NBjwJ)

- This item was postponed due to time constraints.

4. Banner Implementation

- This item was postponed due to time constraints.

ACTION ITEMS

1. Fall Calendar Amendments

- This item was moved from a Discussion Item.
- A call was made for additional discussion.
- There being no further discussion, a motion was made, seconded, and approved to move the September 11 training to November 13, the location of the October 14 meeting to Petaluma, and the location of the October 28 meeting to Santa Rosa (unanimous consent).

2. AFA Representatives to District-wide Committees 2026-27

- This item was moved from a Discussion Item.

- A call was made for further discussion.
- There being no further discussion, a motion was made, seconded and approved (unanimous consent) to accept the appointments as listed with the following changes:
 - District Facilities Advisory Committee – Emily Schmidt
 - Faculty Professional Development (Senate sub-committee) – Stacie Sather
 - Student Learning Outcomes – Dawn Lukas.

The meeting was adjourned at 5:04 p.m.

Minutes submitted by Stephanie Simons.