

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

September 9, 2026

(Approved by the Executive Council on September 23, 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 4:04 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Board establishment of Early Incentive Retirement (ERI) Plan**. A member asked AFA to clarify some points related to the ERI. It was asked:
 - If one enrolls in the ERI, would the District require a separate application to the Early Retirement Option (ERO) found in Article 24?
 - Would the deadline for the ERO (October) be extended to match the ERI's deadline of November 9, 2026?
 - Can faculty, upon reviewing the financial impact of accepting the ERI, choose to withdraw their retirement after enrolling?
 - Will AFA (perhaps in collaboration with FACCC) provide/organize/support counseling with CalSTRS retirement to assist faculty considering accepting the ERI?
2. **Uncompensated increase in workload for Department Chairs**. A member presented a concern regarding the process for schedule building. The member stated, this year, the department chairs must build the spring, summer, and fall 2027 instructional schedule from scratch in CLSS system. This is a huge increase in workload. The member noted some departments do not have an administrative assistant, which makes the task especially burdensome. The member asked AFA to request extra compensation for department chairs who must complete this extra work.
3. **The District's looming fiscal insolvency**. A faculty member alerted the Executive Council to the critical financial situation that is rising in the District. The faculty member pointed to three red flags that AFA should watch. First are the cuts to the budget. The member stated that the \$10 million in cuts includes \$2 million of shifted funds. The faculty member finds the actual reduction of \$8 million means there's \$4.5 million in additional cuts. The second concern is the massive expenditure on the folly, Banner. The implementation of Banner has undermined any progress that could be made toward increasing FTES, the true measure of a district's success. The third red flag is the recently

announced early retirement option. The college could lose 10% of its faculty. The faculty member asserted that removing the core of full-time faculty makes the JC look less solid to the public because the institution becomes made up of part-timers that must divide their time between many employers. The ERI was characterized as the Board of Trustees' unwillingness to honor academics, an idea that also has been demonstrated through what the faculty member calls a manipulation of the Doyle scholarship to be a one-size-fits-all cash payout. The faculty member sees the bond issue as a last desperate act by the board, going after the biggest possible amount of money they can for the next 35 years, whilst spending it in the next 15 years. All of these issues combined are a recipe for closing the college in 2040. The faculty member reiterated that the focus should be on growing FTES. The member asserted that the best way to grow FTES is to talk to the community outside of the college and ask why those potential students are not coming to the college anymore.

MINUTES

A motion was made, seconded and approved to accept the minutes with one correction from the August 26, 2026 Executive Council meetings (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 reminded to send their interest to the AFA office no later than September 11, 2026.
2. **AFA Representatives to District-wide Committees 2026-27**
 - It was explained that there were still four District-wide committee seats that needed to be filled for the 2026-27 academic year.
 - Anne explained the new associate Councilors will be given first priority pick, after which any remaining open seats will be offered to AFA Councilors and members.

MAIN REPORTS

1. **Treasurer's Report: Q4 (March-June 2026)**
 - EOY 2025-26. Siobhan reviewed the end-of-year Treasurer's Report, highlighting items of interest.
 - Interest from CD. The account was opened after the budget was created, so there was much more interest received than budgeted.
 - Contract faculty dues. There were less dues from overload than anticipated.
 - AFDAF Contribution. This fund is used to pay for Associate Faculty District Activities. Siobhan explained the amount was over budgeted in error.
 - Conference & Travel. Savings were seen because not every conference was fully attended.
 - Donations. This item was under budget because a donation was received from Summit State Bank through its non-profit partnership program.
 - Employee Benefits. The mid-year increase to health benefits ([Minutes 4/22/26](#)) caused the original budgeted amount to be exceeded.
 - Employee Wages. As always, Siobhan budgeted for the maximum allowed hours, but the office staff worked less than the maximum, leaving a surplus on this line.
 - Legal fees. There were no major legal issues, so the item was under budget.
 - Reassigned Time. This revenue was over budget, possibly from step increases.
 - Checking account balance. Previously, Siobhan had indicated she wanted to open a sweep account to protect monies in excess of the FDIC insured amount. After further thought, she decided to go another route and open a new account at a local credit union which, in effect, will act as a manual sweep account.
 - Net Revenue: There was \$76,000 total in revenue over expenditures.
 - Questions & Comments:
 - Q: Can you explain the change in total contract members from this and last period on the membership line?
 - C: Ten dues-paying faculty members retired last semester. The District only replaced four.
 - Q: Are we donating money to the District again to help pay for health care costs?

⇒ A: The money in the fund will continue to grow; the faculty has already given that plus \$4 million in pay cuts. AFA is not inclined to give the District any more.

2. **Associate Cabinet Representative's (ACR) Report**

- Dawn presented an update on the work she and the Associate Interests Committee (AIC) have done.
 - AIC Charge from the Council. It was explained that the Executive Council had asked the AIC to work on four things: communications outreach, professional development (by load not date of service), expanding role of associate need in service areas, associate survey.
 - Open House. The ACR has held several open house meetings. Usually, three to six people come by, and the unexpected side effect was that many more faculty members reply to the emailed reminders.
 - Email Campaign. As a part of the outreach campaign, the ACR has sent regular emails to update the faculty, including a welcome email, and end-of-year explanation-of-unemployment email.
 - Informational Campaign. Informational sheets have been created in coordination with the Communications Director. Topics thus far include unemployment, medical benefits, office hours, and student consultation.
 - Associate Faculty Survey. The AIC sent a survey to associate faculty to discern in which areas they wanted more information. The survey results indicated the associate faculty members want more information about the contract as it relates to associate faculty, and clarification of the union's responsibilities. The ACR and AIC are addressing the results of the survey by creating the informational handouts. In addition to the ones mentioned previously, there are plans to create informational sheets about leaves, scheduling, class cancellation, laptop program, college service opportunities, the united faculty model, and collective bargaining. The next phase will include associate evaluations followed by right of assignment, length-of-service, and load.
 - Associate Interests Committee. Dawn reported that the AIC meetings for fall semester will be held on the 4th Tuesday of each month at 4:30pm. An invitation to attend the meetings was extended to all associate Executive Council members.
 - New AFA Website. In coordination with AFA office staff and Cabinet, Dawn will revamp the content of the associate pages on the website, adding the informational sheets already created.
 - Questions & Comments:
 - C: An associate Councilor shared that the AIC has also been brainstorming on ways to make professional development available to all faculty. One idea was to schedule all associates to have their starting day on PDA day.
 - C: There was a concern about cost to the District, and a comment that there are funds possibly coming from Chancellor's office.
 - C: A Councilor reminded attendees that anyone who teaches a short course (all non-credit faculty) are not entitled to professional development.

3. **President's Report**. Anne reported on the following topics.

- Board of Trustees meeting. There were four colleagues from the various unions and senates that spoke regarding the continuous problems with Banner. Despite the Ellucian representatives' presence on campus, nothing monumental has changed. Anne urged faculty members to speak out about their concerns to the Board of Trustees.
- Banner survey resent. Anne asked faculty members to please send their experiences with Banner, or if they replied previously, to report only new problems. The Negotiations team will provide survey results to the District at their meeting this week. Faculty colleagues were urged to fill out the survey. Anne stated most V.P.s are aware of how chaotic and reckless the decision to move to Banner was, and she reiterated that faculty need to make their voices heard in this matter.
- Reorganization. Anne explained that the information released about the District's reorganization is just a draft, and faculty can give feedback. She reminded faculty members that nothing can be implemented until AFA negotiates the impacts of the reorganization. AFA will send out an email by the end of the week to announce a listening session. It will take place over Zoom on September 22.
- Early Retirement Incentive (ERI). Anne encouraged any contract faculty members nearing retirement to review Dr. Garcia's email about eligibility. The ERI is equivalent to 60% of the annual salary in whatever increments the faculty member chooses. The Early Retirement Option (ERO) listed in the AFA-District contract has an October deadline, and the due date to opt-in to the ERI is

November 9. The District has agreed to extend the deadline for the ERO to November 9 for those taking the ERI. The ERI is one of the ways the District will be reducing their expenses. The District has the final say on whether the plan moves forward after the November 9 deadline. It is a hard and fast date. AFA is trying to get CalSTRS to come to campus to answer any retirement related questions. AFA will have an informational session; the date is to be determined.

- Questions & Comments

- C: A Councilor asked if AFA can consult the attorneys about the legalities surrounding the ERI.

DISCUSSION ITEMS

1. Associate Vacancies: (2) Fa26-Sp27, (1) Fa26-Sp28

- Anne explained that there are two candidates for the three associate Councilor vacancies:
 - Jennifer Green, Counseling
 - Dwayne Mulder, Philosophy
- The Councilors briefly discussed which candidate to consider for the two- versus one-year vacancy. It was decided the candidate with offer rights would be considered for the two-year vacancy and the candidate working toward securing offer rights would be considered for a one-year vacancy.
- The Executive Council discussed if the election should be sent to the membership, but timeliness and fewer candidates than openings led the Executive Council to prefer appointment.
- A motion was made and seconded to move this item to an Action Item.

2. AFA Representative's Roles on District-wide Committees

- Councilors received a paper copy of AFA's guidelines for serving on a District-wide committee.
- Anne explained that the most common thing AFA Representatives need to watch for is that committees might try to add extra things to the workload, (e.g. excessive homework, extra meetings). Committees also cannot talk about negotiated items, (e.g. compensation, workload, health and safety).
- All such suggestions need to be stopped immediately. If the representatives need assistance to stop the indiscretion, they were directed to inform the Executive Council.
- Representatives should watch for actions that undermine faculty rights, such as the right to serve on the committee.
- Questions & Comments
 - C: A comment was made stating that an infringement on faculty rights could be brought to senate as well.

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

- Anne explained AFA has previously contributed to the NBjwJ fundraiser in the amount of \$1000. The Executive Council was asked to consider making a donation of \$1000 for this year. It was added that this is a budgeted item.
- A motion was made and seconded to move this item to Action Item.

4. AFA Trainings: Suggested Topics of Discussion

- This item was postponed due to time constraints.

5. Proposal to Engage a Financial Analyst

- This item was postponed due to time constraints.

6. 2025-26 Priorities for Associate Interests Committee

- This item was postponed due to time constraints.

ACTION ITEMS

1. Associate Vacancies: (1) Fa26-Sp27, (1) Fa26-Sp28

- 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 appoint Dwayne Mulder to the two-year associate Councilor vacancy and Jennifer Green to the one-year 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.
- Comments in favor of increasing the donation to \$2000:
 - AFA has been a member of the NBJwJ Steering Committee
 - Increases AFA's credibility within the community
 - Provides additional financial support to an organization dependent on fundraising to operate its programs.
 - AFA might soon request their help with labor actions at the college.
- The Secretary-Treasurer was asked to make a recommendation on the fiscal feasibility of a \$2000 donation.
 - ⇒A: AFA is projecting flat revenue. It could be a one-time donation, but an ongoing donation at the suggested increased amount would be concerning.
- A motion was made and seconded to give NBJwJ \$2,000.
- A call of consent was made and eight were opposed. The motion failed.
- A motion was made, seconded, and approved to give NBJwJ \$1,000 now, revisiting a second \$1,000 donation in January after a mid-year review of the budget (unanimous consent).

The meeting was adjourned at 5:07 p.m.

Minutes submitted by Stephanie Simons.