

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

September 23, 2026

(Approved by the Executive Council on October 14, 2026)

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

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 4:05 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Bond proposed by the Board of Trustees.** A member gave a presentation about the bond slated for inclusion on the upcoming ballot. The bond value is \$830 million, and it will cost taxpayers \$1.76 billion after compounded interest. Of the amount borrowed, 53% will go to Wall Street. Only 47¢ per dollar stays on campus. In comparison, the current, approved Measure H bond is valued at \$410 million, and costs taxpayers \$510 million with interest. Measure H kept 75¢ per dollar on campus, and sent only 25¢ to Wall Street. The faculty member explained that the payments for the proposed bond will be stretched out for 35 years, the first four of which will be for interest only. The faculty member suggested that if the bond were to be restructured more like Measure H, an additional \$480 million would be available for projects with zero impact to the taxpayer. When Measure H funding was exhausted, taxpayers continued to pay the bond for 4 years, juxtaposed to the proposed bond which will double the tax burden for taxpayers for 20 years. What is more, they plan to ask for another bond in just 12 years. The faculty member suggested these numbers are hidden from the public intentionally. Colleagues were asked to share this information with as many persons as possible to let the community determine if this is a proposal that spends money appropriately for the community.
2. **Department Chairs.** A member presented a concern regarding teaching space and academic freedom. They have been assigned a classroom that is small in size, and both sections of the course they are teaching are at room capacity. In addition, one section has a student that uses mobility aides, and the crowded space makes it difficult for the student to navigate the classroom. Because space is at a premium, the instructor cannot have break-out group discussions, and the instructor is unable to move around the room. The restricted space makes it almost impossible to do the kind of teaching required to successfully teach the course.

MINUTES

A motion was made, seconded and approved to accept the minutes as corrected from the September 9, 2026 Executive Council meetings (unanimous consent). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

ANNOUNCEMENTS

1. **AFA Representatives to District-wide Committees: Open Seats**

- There is only one seat remaining that lacks an AFA-appointed representative. It is the second seat on the Equal Employment Opportunity Advisory (EEOA) committee. Councilors were invited to email the AFA Office if interested.

2. **CCCI (California Community College Independents) Fall Conference (10/22/26-10/24/26)**

- The fall CCCI Conference is slated to be held October 22-24, 2026 in San Diego.
- AFA is sending Anne Donegan, K. Frindell Teuscher, Marc Bojanowski, Dawn Lukas and Emily Schmidt to the conference. These attendees were chosen based on interest and the parameters found in the [Professional Conference Attendance Policy](#).
- Attendees will report out when they return.

MAIN REPORTS

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

- SEIU picketing. Leadership from SEIU invited AFA and other groups to participate in a protest of the implementation of Banner on Wednesday, September 30 from 2:00 pm – 3:30 pm in front of Burbank Auditorium during the President's Address. Protestors are calling for a prioritized, dynamic list of known Banner issues with estimated timelines for resolution, constituency group representation at all future Ellucian/Banner meetings, and constituency group representation on the President's Cabinet. Faculty were reminded that if they were not teaching during that time, participation in the picketing is legally protected. Allied faculty that are scheduled but not working must complete an NOA to participate.
- AFA Listening Session: District Reorganization. Anne reported there were close to 40 people in attendance, and the overall feeling from faculty was frustration with the District's lack of communication about the reorganization. Faculty reported being confused by the many drafts, particularly the reasoning behind why certain disciplines were being moved into clusters with other seemingly unrelated disciplines. This frustration has added to the frustration and growing credibility gap stemming from the trouble with Banner.
- Board of Trustee Candidate interviews. AFA successfully scheduled interviews with three of the four Board of Trustee candidates to determine if AFA will endorse any of the candidates. The interview committee will bring the results from the interviews to the Executive Council for review and a vote.
- Early Retirement Incentive (ERI). FACCC arranged for a CalSTRS representative to visit campus to talk to faculty members specifically about the ERI, and answer any personal questions. The representative will visit Thursday, October 8, time TBD. AFA Leaders will host a listening session about the ERI after the CalSTRS visit, date and time TBD. Anne consulted with AFA attorneys and reported the District is within its right to not allow a person to rescind their application for retirement if the District decided not to offer the ERI. The Board of Trustees will make the determination on November 12th. Anne added that the attorneys noted a faculty member could ask the District if they could rescind their application, but it is highly unlikely that the District will allow an application to be rescinded.
- Banner survey. AFA sent a second request for faculty members to report their experiences this fall with Banner. There were close to 70 new respondents. The disaggregated results were passed on to District leaders. AFA continues to negotiate for unpaid labor incurred over the summer. The fall unpaid labor will be added to the negotiations docket. It was reported that department chairs completed over 50 hours of work on Banner alone. Anne remarked that the additional work and resultant additional pay will cost so much more than the \$1 million the District tried to save by launching the program early.
- Bay Faculty Association of Colleges (BayFAC). At a recent meeting of BayFAC, it was reported that the California State University (CSU) Math Council, comprised of the department chairs of all CSUs, voted in May that they do not want to accept transferred math classes that were taught online, unless the class has an in-person or proctored exam. The Faculty Association of California

Community Colleges (FACCC) representative, Sarah Thompson, was reported to remark the declining preparedness of students is the number one complaint that FACCC receives from its constituents. Additionally, this resolution was sent to the CSU Academic Senate with the hope they, too, will adopt it. University of California (UC) faculty are beginning to align with the CSU faculty in noting that students are not as well prepared as they once were. Students are easily able to circumvent work with the new tools available to them.

DISCUSSION ITEMS

1. AFA Budget 2026-27

- Siobhan presented the detail of the draft budget for 2026-27, highlighting notable changes.
- Revenue: Overall, the revenue is expected to decrease.
 - Member dues: The number of contributing contract faculty members went down due to several retirements and very few replacement hires. This item was reduced by 1.13% for furloughs and 2.3% for faculty that were not replaced. A total of six contract faculty were lost.
 - AFDAF: Last year, the estimation was mistakenly too high. The current estimate includes all three associate vacancies filled. The category saw an increase of \$16,000 due to:
 - Associate appointments to District-wide committees that met frequently
 - Regular meetings of the Executive Council sub-committee, Associate Interests, which required compensation for associate attendees.
 - Equipment Purchase: AFA requires a new printer. The current one is over ten years old, parts are hard to find or difficult to obtain, and the service contract has ended. The draft budget allows for the purchase of a machine that can print larger formats, which will be beneficial for outreach and communications.
 - Employee benefits: This line showed a large increase because of the revisions to the employee health benefit stipend. A Qualified Small Employer Health Reimbursement Agreement (QSEHRA) is being adopted to distribute the stipend because of the tax benefit to the employee.
 - Wages-Office Coordinator: This line has been zeroed because there is no Office Coordinator
 - Accountant: Last year, AFA was asked to pay a little too much, and a credit has been issued for this year.
 - Legal fees: The category was reduced because there were no large expenditures from any legal uses.
 - Promotional Materials: A smaller amount was allotted in case there arises a need for a new banner, or if other small items, such as custom-branded pens, are ordered.
 - Reassigned Time: This amount includes pay for a Financial Analyst, if AFA decides to go forward with this recruitment.
 - Subscriptions: This item was increased because purchasing a new printer will require a subscription for toner, service, and copies.
- Overall impression: The expenses have decreased, and the net revenue will be only slightly less than last year.
- Questions & Comments:
 - Q: It was asked if there was an estimate of how much associate faculty dues revenue will be lost as a result of the many cuts?
 - ⇒ A: Siobhan expected the number to be very close to last year's actuals. AFA reviewed the number of sections canceled, and didn't find that large of a reduction. Some canceled classes were reinstated as late start classes. Siobhan will be able to provide a more accurate estimate at the end of the second quarter.
- Siobhan explained that this was her last Budget presentation because she plans to retire at the end of spring semester. Siobhan wrote a guide detailing her budget process. Councilmembers interested in receiving a copy can email Siobhan or the AFA Office.
- Anne opened discussion regarding adoption of the budget.
- A motion was made and seconded to move this item to an Action Item (unanimous consent).

2. AFA Representatives to District-wide Committees 2026-27: District Facilities Advisory (DFAC), District Technology (DTech)

- Anne explained that the two most recent associate Councilors have decided on their committee preferences. Dwayne Mulder chose DFAC, and Jennifer Green chose DTech.
- Anne asked the Executive Council to discuss whether or not to approve the appointments.
- A motion was made and seconded to move this item to an Action Item (unanimous consent).

3. AFA Training on November 13, 2026

- Anne explained at the September 30 training, K. will make a similar presentation to the one she gave at the Professional Development Activity day about load and the length-of-service list, followed by a discussion about what the Executive Council wants the Negotiations team to bring to the District that will not cost the District any money.
- For the November 13 training, Anne requested input from the Executive Council regarding their preference for discussion topics.
- The following were suggested:
 - Discussion and practice for serving as an AFA representative on a District-wide committee
 - Overview of the legal landscape: what is the EERA, AB 1725, PERB, and other various laws that govern AFA's participation in the shared governance of the college
 - Article 16 overview from a Conciliation-Grievance standpoint, covering sign-ups for classes and how department specified provisions (DSPs) can affect the allocation of courses
 - Title II and its implications for faculty
 - AI use leading to possible FERPA violations: can individual faculty violate FERPA or only the college?
 - A visit from the AFA lawyers to discuss AFA's role from a legal standpoint
 - A primer in AFA: job descriptions and expectations
- Anne thanked the Executive Council for their input and concluded the discussion.

4. Proposal to Engage a Financial Analyst

- Anne explained this Item stemmed from a discussion at a meeting of the AFA Cabinet. After further consideration of the many variables affecting the operations of SRJC this semester (e.g. reorganization, Banner launch, ERI, website update), it was decided that AFA cannot determine the most beneficial point of focus for the Financial Analyst at this time. This search was postponed until after November when many of the District imposed deadlines will have occurred.

5. Continued Problems with Banner

- This item was postponed due to time constraints.

ACTION ITEMS

1. AFA Budget 2026-27

- 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 adopt the Budget for 2026-27 (unanimous consent).

2. AFA Representatives to District-wide Committees 2026-27: District Facilities Advisory, District Technology

- A motion was made, seconded, and approved to appoint Dwayne Mulder and Jennifer Green to the respective committees (unanimous consent).

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

Minutes submitted by Stephanie Simons.