

**ALL FACULTY ASSOCIATION  
EXECUTIVE COUNCIL  
MEETING MINUTES**

March 8, 2006

*(Approved by the Executive Council 3/22/06)*

Executive Council members present (noted by \*):

* Janet McCulloch, <i>presiding</i>	* Jim Elrod	* Michael Ludder	* Deborah Sweitzer
* Alix Alixopulos	* Peggy Goebel	Joel Neuberg	* Doris Tolks
* Ted Crowell	* Ann Herbst	* Andrea Proehl	* Linda Weiss
* John Daly	* Johanna James	* Greg Sheldon	* Lynda Williams

Also present: Courtenay Anderson, Phil Forester, Michael Kaufmann, Judith Bernstein.

The meeting was called to order at 3:10 p.m.

**MEMBER CONCERNS**

1. PDA Absences and Sick Leave. Ann reported that she filed an absence report for the Spring 2006 mandatory PDA day, indicating that she missed 6 hours; however, 8 hours were deducted from her accrued sick leave account. Janet noted that the Payroll Department has been alerted to this problem and that they are working on fixing it.
2. Initial Step Placement for Adjunct Faculty. Peggy requested clarification about initial step placement for adjunct faculty. She spoke about the difficulty SRJC is experiencing in attracting nursing faculty, and said that placement at the first step on the salary schedule, regardless of column placement, earns a new faculty member far less than s/he would earn as a beginning nurse. Janet and Deborah noted that AFA and the District both share this concern and that the policy is under negotiations.
3. State Budget, Unused Growth Money, and Adjunct Issues. Michael Ludder alerted Council members to the recently circulated e-mail regarding \$50 million in unused growth funds in the State budget. He suggested that AFA send a letter to local legislators urging them to allocate the money to part-time line items in the budget. Janet agreed to draft a letter.

**MINUTES**

There were no additions or corrections to the February 22, 2006 Executive Council meeting minutes, which were unanimously approved as written.

**DISCUSSION ITEMS**

1. AFA Support for Unanticipated Demand on Key Officers' Time. This issue revolves around what to do when the re-assigned time approved for the year for key AFA officers end up being inadequate. In the history of the organization, there have been three or four times when the Chief Negotiator, the Conciliation/Grievance Officer and/or the President have ended up working many more hours than they were compensated for through their release time. In addition, in semesters when key officers need to balance their loads to make up for an underload in a previous semester, they can end up working an overload, which is not good for the students or healthy for the organization. Council feedback regarding short-term and long-term solutions to this problem was requested. Lengthy discussion included the following comments: 1) in any given semester in

which an officer or member of the Negotiating Team is putting in more hours than his or her re-assigned time, the organization should remedy the situation in that same semester by granting a small stipend to help compensate the person for their extra time; 2) if there was some overlap in duties between the President and the Past-President, perhaps the workload could be better distributed without involving money; 3) the base hourly rate, which has already been established as the AFA stipend rate, should be used to calculate the stipend; 4) the President represents AFA by attending all the key District committees and the Board of Trustees meetings, and also serves as the point person for the organization, responding to many voicemails and e-mails – all of this takes a tremendous amount of time and energy; the position should receive at least 80% re-assigned time 5) people who serve in key positions can't control issues and tasks that come up or choose not to deal with them because they have exceeded their allotted hours; it's important for them to keep track of their time and how it's spent, and to bring any inequity to the attention of the Council so that they can make whatever assessment is necessary to remedy the problem; 6) the Academic Senate President receives 80% re-assigned time and the AFA President should as well, since the scope of their duties and responsibilities is similar; and 7) the organization has grown a great deal since its early days, and the compensation of the leadership hasn't quite kept up the pace. Following the discussion, the officers agreed to bring back, for Council action at the next meeting, a specific proposal to remedy this semester's problem as well as a proposal for next semester's re-assigned time.

2. Constitutional Amendment re: Dues Increase: Timeline and Publicity. Discussion of this item was conducted in closed session.
3. Professional Development Activities (PDA) and Professional Growth Increments (PGI). Janet asked for Council feedback regarding a faculty member's ability to use PDA hours to earn PGI credits. She noted that the Chancellor's Office has stated that using PDA for PGI is considered "double-dipping," and that stricter guidelines for Flex Contracts will be forthcoming from the State Department of Finance. Brief discussion included the following comments: 1) it would take a faculty member 15 years to qualify for one PGI step if all s/he ever did was to count 12 PDA hours per semester; and 2) if a faculty member attends a workshop that is directly linked to his or her profession, s/he should be able to count it for both PDA flex credit and PGI credit.

### **MAIN REPORTS**

1. President's Report. Janet reported that four different teams of administrators have met to look at possible ways to reorganize the College. They have submitted their recommendations to the Vice President of Academic Affairs, who will review the four different models and decide how to proceed.
2. Negotiations Report. This report and subsequent discussion were conducted in closed session.
3. Conciliation/Grievance Report. This report and subsequent discussion were conducted in closed session.
4. FACCC Report. In his role as member of the FACCC Board of Governors, Greg reported about two items:
  - Citing inappropriate timing, FACCC rescinded its support of CPFA's proposal to modify the Ed Code to increase the load limit for adjunct faculty from 60% to 80%, agreeing to take it back to a committee for further study.
  - At Lobby Day in Sacramento on March 6, it was reported that Community Colleges could be receiving between 45% and 52% of the State's bond money for building and equipment needs.

The meeting was adjourned at 4:54 p.m.

Minutes submitted by Judith Bernstein.