

**ALL FACULTY ASSOCIATION
EXECUTIVE COUNCIL
MEETING MINUTES**

September 13, 2006

(Approved by Executive Council on September 27, 2006)

Executive Council members present (noted by *):

*Janet McCulloch, presiding	*Paula Burks	*Johanna James	*Andrea Proehl
*Alix Alixopulos	*John Daly	*Michael Kaufmann	*Greg Sheldon
*Michael Aparicio	*Cheryl Dunn	*Reneé Lo Pilato	*Linda Weiss
*Lara Branen-Ahumada	*Peggy Goebel	*Michael Ludder	*Lynda Williams

Also present: Ann Herbst, Jeff Kunde, Onita Pelligrini, Deborah Sweitzer, Judith Bernstein, and Candy Shell.

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

MEMBER CONCERNS

1. Signature Gathering for Community College Initiative. Greg Sheldon reported on discussions he has had with Student Activities Advisor Robert Ethington regarding the employment of students in gathering signatures to place the Community College Initiative on the June ballot. It is illegal to use Associated Student Funds to pay students for this activity; since other community college faculty union PAC's are using their funds to help to support this effort, Greg suggested that the Council consider authorizing the AFA PAC to approve funds to pay the students. The current fair market value is approximately 75¢ per signature. It was suggested that students be paid only for verified signatures. This issue will be placed on the discussion agenda at the next Council meeting.
2. Increasing AFA Member Donation to AFA PAC. Michael Ludder suggested that the amount that AFA members contribute to the AFA PAC ought to be adjusted upward from 50¢ per member per month, and commented that adjunct faculty are contributing more than half of the total amount donated to the PAC. Janet noted that the amount must be a dollar figure, as opposed to a percentage, and that this item would be placed on the discussion agenda at the next Council meeting.

MINUTES

None at this time.

ACTION ITEMS

None at this time.

PRESENTATIONS

1. Jeff Kunde: Candidate for Sonoma Valley Seat on the SRJC Board of Trustees in the November 2006 election. Mr. Kunde is a fourth generation Sonoma County resident running for political office for the first time. He gave a brief description of his personal and work history (works in the family grape-growing, livestock and wine- making business), education (graduated from SRJC and Chico State with a degree in General Agriculture), family background, and community involvement (includes serving on the SRJC Animal Science Advisory Committee for the past 15 years). He responded to the six questions posed to him by the Council (see attached). His responses included the following: 1) it's extremely important that we all have health care coverage; but, in order to be realistic and keep a business solvent, employees have to share in the cost of health benefits; 2) he's not too familiar with interest-based bargaining, but understands the basic concept and said that one wants all sides to be working and to be happy; 3) having reserves is extremely important (they could be a lifesaving net for things coming down the road) — somewhere in between 5% and 8% would be good; 4) in terms of hiring a strong team, communication from the administration to everyone else is key, in addition to being able to follow through on what is said; 5) faculty are the backbone of the College; the JC is one of the top institutions in the country because of the people that have been here; the prospect of many people retiring provides an opportunity for new and dynamic instructors to come here; 6) in terms of SRJC's readiness for the changing demographic, offering classes taught in Spanish would be a good way to entice the growing Latino population to come to SRJC; 8) utilizing more solar energy and focusing on sustainability are of particular interest; 9) in response to the point that, for the first time, faculty are turning down job offers at SRJC because they can't afford to live in Sonoma County, Mr. Kunde said that we need to be sure that we're bringing in good people — maybe it's not the young people who cannot afford to move here; and 10) he does support health benefits for everyone; however, realistically, health benefit costs need to be shared — if there is room in the budget and the money is there, then maybe not; however, without seeing the numbers, it's difficult to say; in the business world, the issue of rising health care costs is devastating — no one likes it.
2. Onita Pelligrini: Candidate for Petaluma Seat on the SRJC Board of Trustees in the November 2006 election. Onita Pelligrini, who is running unopposed, gave a brief description of her business background (currently runs the Petaluma Area Chamber of Commerce, ran a service station, had a day care business, was in real estate, and ran outreach and field offices for Assembly Member Beverly Hansen for six years). Her responses to the six questions posed by the Council include the following: 1) regarding health care costs, she said that we can show leadership as a college, doing things to be heard by legislators and the governor, and that the single-payer system idea is intriguing; 2) philosophically, she supports full health care coverage for employees (in her business, she doesn't make a distinction between part-timers and full-timers); however, it's hard to know where the costs will go in 5 – 10 years; one has to look at the compensation package and explore all possible avenues; 3) her objection to taking money from the reserves for health care costs is that one-time money leaves a hole; 4) although she's only served on the Board for a year, she doesn't feel that "people" she's talked to feel a lesser responsibility to part-time workers, who they value; 5) she believes that the Board supports the idea of interest-based bargaining and doesn't believe that they have positioned themselves anywhere; 6) she's not "married" to keeping the

reserves at 8% and would be willing to look at the idea of setting aside part of the SB 361 money in a restricted health insurance reserve account; 7) faculty are the backbone and resource of the college; the reason the college has been so successful is that people have worked here for a long time and we need that to continue; 8) she wants to see the College stay on a firm footing, wants to see Petaluma get to 12,000 students, would like to see a college in the north and eventually in the west, and wants SRJC to continue to do what we're doing with maintenance, green building and sustainability; 9) she was not aware that there is such a large discrepancy in services and financial resources between the Petaluma campus and the Santa Rosa campus, would like to know more (perhaps the Board should take some field trips to the Petaluma campus) and expressed interest in talking further about this issue; and 10) she expressed the hope that Council members would consider approaching her at any point in time and/or inviting her to lunch.

DISCUSSION ITEMS

1. AFA's 2006-07 Budget. Council members reviewed a tentative budget, which projects an end-of-the-year net income of \$4,762. This estimated budget will be brought back to the next Council meeting for action. A significant change from the prior year's budget involves the increase in the rate for both Member Dues and Fair Share Service Fees (from 0.4% of gross pay to 0.55% of gross pay), which was approved by the AFA membership in May 2006. At this time, the amount that will be available from the AFA College Service and Technology Training Fund (ACSTT) to offset AFA reassigned time costs is unknown.
2. College Council Process. Johanna James raised a concern about the process that resulted in the recently implemented District-wide complete ban on smoking. She noted that last year AFA and the Academic Senate engaged in lengthy and heated discussion of the proposed ban, which ended with a consensus to support and endorse designated (and sheltered, she thought) smoking areas on campus. By the time the policy was adopted and announced, smoking areas were eliminated and the complete ban was in place — all without further consultation with AFA and/or the Senate. Lengthy discussion followed about several issues, including: 1) the District's voice on College Council (CC) is the strongest, as administrators outnumber students, classified and faculty; 2) CC as a group agreed not to use money to build shelters and to see how the designated smoking areas worked; 3) it was made clear that people's cars are exempt from the ban; the sidewalks and streets belong to the City of Santa Rosa and are also exempt; 4) it was not made clear to AFA at the time that the District was moving to a full ban after a year; 5) Michael Ceser, Environmental Health and Safety Coordinator, did research which showed that a transition year promotes a gradual change in the culture; 6) locating the designated areas and having enough time between classes to get to them have been problematic, and lack of enforcement is still an issue; and 7) not all policies have a set of implementation procedures attached to them (the smoking policy did not). Following the discussion, Janet McCulloch noted that several important items would be coming from CC to AFA in the next few weeks. The Council needs to be very clear if they want her to vote against policy provisions rather than try to problem solve, and that she would try to bring more timely feedback to the Council.

3. Academic Calendar Objectives. Janet McCulloch presented a brief overview of the calendar development process, and the history and role of the Calendar Committee with regards to the adoption of the academic calendar. She touched on the dissatisfaction with the proposed calendar draft of two years ago, which focused on the placement of summer intersession relative to the spring semester. The Calendar Committee put forth a proposed 2007-08 calendar at the end of last year. In accordance with the Contract, which says that the Calendar Committee recommends an academic calendar to AFA, and AFA negotiates it with the District, AFA will now proceed to solicit feedback from all the constituent groups, including the Academic Senate. The remainder of the discussion was conducted in closed session.
4. Support Needed for Faculty and Students. Due to time constraints, this item was postponed until a future meeting.
5. Faculty Staff Development Position Vacancy. Due to time constraints, this item was postponed until a future meeting.

MAIN REPORTS

1. President's Report. None at this time.
2. Negotiations Report. None at this time.
3. Conciliation/Grievance Report. This report and subsequent discussion were conducted in closed session.

COMMITTEE/COUNCIL/SENATE REPORTS

None at this time.

ANNOUNCEMENTS

None at this time.

The meeting was adjourned at 4:59 p.m.

Minutes submitted by Judith Bernstein.