

**ALL FACULTY ASSOCIATION
EXECUTIVE COUNCIL
MEETING MINUTES**

November 22, 2006

(Approved by the Executive Council on December 13, 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, Warren Ruud, Deborah Sweitzer, Judith Bernstein, and Candy Shell.

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

MEMBER CONCERNS

None at this time.

MINUTES

The November 8, 2006 Executive Council Meeting minutes were accepted as written.

ACTION ITEMS

None at this time.

DISCUSSION ITEMS

1. Proposed Revision of AFA Bylaws. Council members reviewed the proposed changes recommended by the AFA officers. Janet McCulloch noted that the reasoning behind the change to the timing of the elections is to give people more time to plan their schedules for Council meetings and their departments, should they get elected to the Council and/or become an officer. The officers also wanted to broaden the pool of people eligible to become President — this change would allow members of the Negotiations Team and the Conciliation/ Grievance Officer to run. As there were no objections to any of the proposed changes, this item will be considered as an action item at the next Council meeting.

The officers also recommended the creation of a second AFA Vice President position, thereby creating a Vice President from the Santa Rosa campus and a Vice President from the Petaluma campus. The purpose of this new position would be to establish a presence on the Petaluma campus — someone who, along with the AFA President, would meet regularly with the Petaluma Faculty Forum, the District's Vice President of Petaluma, and the Petaluma Deans. In the discussion that followed, Council members expressed support for the idea. There was agreement that, as the Petaluma campus grows and as people and entire programs are shifted to that campus, AFA needs to take a proactive stance in ensuring that Petaluma faculty know

that the union is there for them and that transfer and course assignment policies are clear. The AFA officers will bring to the next Council meeting a recommendation regarding the addition of this new position and a method to guarantee Petaluma representation on the Executive Council (both of which would require a change to the AFA Bylaws).

2. Clarification of Sabbatical Leaves Article. Janet McCulloch reported that the Vice President of Academic Affairs (VPAA) consulted her regarding a pressing item submitted by the Sabbatical Leave Committee for approval at the December Board of Trustees meeting. Seven faculty members have submitted revised proposals, which the Sabbatical Leave Committee has accepted. These seven sabbatical leaves were approved by the Board and several of the leaves are already in process. The reasons for the proposed changes to the approved patterns were varied and included unforeseen legal issues, circumstances related to the nature of a person's job, changed financial considerations, and the negative impact on a department in which there was both a resignation and a retirement. In a few cases, reasons were not given. Janet McCulloch requested that the Council look carefully at the Contract as well as the interests of the faculty members involved before arriving at any conclusions. Extensive discussion regarding the circumstances of each situation and a review of Contract Article 25 followed. Although there was some understanding regarding the impact of unforeseen circumstances on people's lives, Council members were not sympathetic to poor planning issues, and noted that a promissory note must be signed by the leave applicant prior to approval by the Board. Council members were in agreement that AFA does not want to jeopardize the Sabbatical Leave Program. There was also agreement that Article 25 is not as clear as it could be, in terms of giving guidance to the faculty member and the Sabbatical Leave Committee. (It was noted that most of the Contract language originated from the Enchiridion and that AFA is engaged in a constant process of refining and rewriting one or another of the articles.) The Sabbatical Leave Committee has also suggested some revisions, which are currently being considered in negotiations. Following lengthy discussion, the conclusion reached by the Council was that it's too late to make any changes to these seven sabbaticals, based on the time table referenced in two sections in the Article 25 of the Contract: 1) paragraph 25.03.A, which states that the "last day to withdraw an approved leave" is December 31 "in the same calendar year" as the leave was approved; and 2) paragraph 25.09.E which also states that the "last day for exercising withdrawal privilege is December 31." Janet McCulloch will communicate the Council's conclusion to the VPAA.
3. Opening Up a Regular Dialogue with Members of the Board of Trustees. This item was postponed until the next Council meeting.
4. Academic Affairs Reorganization: Part 2 of 2. This item was postponed until the next Council meeting.

MAIN REPORTS

1. Conciliation/Grievance Report. This report and subsequent discussion were conducted in closed session.
2. Negotiations Report. This report and subsequent discussion were conducted in closed session.

The meeting was adjourned at 4:46 p.m.

Minutes submitted by Judith Bernstein.