

**ALL FACULTY ASSOCIATION
EXECUTIVE COUNCIL
MEETING MINUTES**

September 12, 2007

(Approved by the Executive Council on September 26, 2007)

Executive Council members present (noted by *):

*Janet McCulloch, presiding	*John Daly	*Joyce Johnson	*Mike Starkey
*Alix Alixopulos	*Cheryl Dunn	*Michael Kaufmann	*Linda Weiss
*Lara Branen-Ahumada	Peggy Goebel	*Reneé Lo Pilato	<i>Vacancy (Reg Fac 07-08)</i>
*Paula Burks	*Johanna James	*Andrea Proehl	<i>Vacancy (Reg Fac Sab Lv F07)</i>

Also present: AFA Officers and Negotiations Team Members: Ann Herbst, Warren Ruud, Deborah Sweitzer; Faculty: Michael Meese; Administration: Kimberlee Messina
AFA Office Staff: Judith Bernstein, Candy Shell.

The meeting was called to order at 3:09 p.m.

MEMBER CONCERNS

1. Retroactive Paychecks. John Daly said that faculty members have been asking him when retroactive paychecks will be issued. Janet McCulloch said that AFA would be sending out an e-mail to DL.STAFF.FAC.ALL on Thursday, September 13, after Deepa Desai, the Payroll Supervisor, reviews and confirms the retroactive paycheck timeline contained in the e-mail.

MINUTES

There were no corrections or additions to the minutes from the May 25, 2007 or August 29, 2007 Executive Council meetings, or the August 24, 2007 General meeting. All were accepted as written.

ACTION ITEMS

1. Appointment of AFA Representatives to AFA Standing Committees for 2007-08. Following a motion made by Lara Branen-Ahumada and seconded by Mike Starkey, the Council unanimously approved the following appointments (12 in favor, 0 opposed, 0 abstentions):
 - AFA College Service & Technology Training (ACSTT): Cheryl Dunn, Johanna James (*AFA Vice Presidents*); Alix Alixopulos, Michael Ludder (*Adjunct Faculty*); Andrea Proehl, Deborah Sweitzer (*Regular Faculty*); Nancy Persons, Scott Rosen (*Staff Development Coordinators*)
 - Benefits: Paula Burks, John Daly, Cheryl Dunn, Johanna James, Janet McCulloch, Warren Ruud (*Sp 08*)
 - Enrollment Enhancement Task Force: Reneé Lo Pilato
 - Legislation: Alix Alixopulos, Paula Burks
 - Membership: Lara Branen-Ahumada, Michael Kaufmann
 - AFA Political Action Committee: Alix Alixopulos, Cheryl Dunn, Janet McCulloch, Greg Sheldon (*Sp 08*)
 - Retirement Issues: Cheryl Dunn, Deborah Sweitzer, Greg Sheldon (*Sp 08*)
 - Workload: Lara Branen-Ahumada, Cheryl Dunn, Joyce Johnson, Janet McCulloch, Deborah Sweitzer

2. Appointment of AFA Representative to Strategic Enrollment Planning Committee (StEP). Following a motion made by Lara Branen-Ahumada and seconded by Joyce Johnson, the Council unanimously approved the appointment of Reneé Lo Pilato to serve as the AFA representative on the StEP Committee for the Fall 2007 semester, filling in for Greg Sheldon who is on sabbatical leave (12 in favor, 0 opposed, 0 abstentions).
3. Appointment of Regular Faculty Representative: Fall 2007 Sabbatical Leave Replacement. Following discussion (see Discussion Item #1) and a motion made by John Daly and seconded by Reneé Lo Pilato, the Council unanimously approved the appointment of Michael Meese to serve on the Council as a regular faculty representative for the Fall 2007 semester, filling in for Warren Ruud, who is on sabbatical leave (12 in favor, 0 opposed, 0 abstentions).

DISCUSSION ITEMS

1. Appointment of Regular Faculty Representative: Fall 2007 Sabbatical Leave Replacement. Janet McCulloch said that the officers would like to have more vocational areas represented on the Council. They are recommending that the Council consider appointing Michael Meese, a probationary faculty member in the Administration of Justice department, to replace Warren Ruud, who is on sabbatical this semester. Following a motion made by John Daly and seconded by Reneé Lo Pilato, the Council unanimously approved a motion to move this item to the action agenda (12 in favor, 0 opposed, 0 abstentions).
2. Linkage between Budget Development and Program Review. Kimberlee Messina, Interim Dean of Science, Technology, Engineering and Math, gave a presentation to the Council on this new process, which grew out of the recommendations of the last Accreditation Team visit, when it was noted that the College wasn't doing a good job of allocating resources based on actual planning. Representatives from the Academic Senate, AFA, Department Chair Council and the administration began working two and a half years ago to create a process that would work for all areas of the college, not just Academic Affairs. Their goal was to develop an integrative process, wherein a program that is efficient, productive and doing well would end up having a higher priority for facilities and/or staffing than another program that is struggling. A significant investment of time and financial resources has been put into this process, and the committee is hoping that it will make everyone's life easier. They are hoping that this fall will be the last time that departments will have to do the program review and staffing request processes separately, and that next year the program review would be the staffing request. The "Linkage" Committee is currently working on a web-based template. The Life Sciences Department and the Radiologic Technology program participated in a pilot project, using the process early on in an attempt to work out the bugs. Kimberlee said that department chairs, who will be receiving extensive training, won't technically be doing any extra work, they will just be doing it in a different way. Other than the fact that the process is new, it is not anticipated that it will be more labor intensive. Chairs will not have to engage in the research that they are doing now because it will be automated in the future. Towards this end, chairs have already been given access to data mining. Every three years, chairs will go through the complete process — the other two years will involve much less work, just updating data and talking about any necessary changes. Human resources and monetary assets will be prioritized through this new process, and there will be a feedback loop. Chairs will be able to track the process online — everyone will be able to see at each level whether their requests were rated high, medium or low priority and will be able to compare the prioritization of their requests to other departments' and programs' requests. Kimberlee said that training in the new process would be offered during the Spring institutional PDA day. Janet added that the Institutional Planning Council would be the

gatekeepers, looking at the big picture and making the final prioritizations and recommendations to the Vice Presidents and President, who will make the ultimate decisions.

3. Review of Self-Insured Schools of California (SISC) Blue Shield and Kaiser Plans. Council members reviewed three documents: a PowerPoint presentation that representatives of Alliant (SISC's broker) recently gave to the District-wide Fringe Benefits Committee; a comparison of Blue Shield, Health Net and Kaiser current and proposed plans and rates prepared by Alliant, and a SISC FAQ's draft prepared by Janet McCulloch. Janet and John Daly gave the Council some background information about the rate proposals for the Blue Shield and Kaiser plans, as well as the District's signing of the contract with SISC. SISC is composed of predominantly Central Valley school districts and is relatively young in northern California. They had initially lumped SRJC in with Fresno school districts, resulting in a 20% rate increase for the Kaiser plan; however, after much work on behalf of AFA and Alliant representatives, a far more beneficial agreement was reached. For the next ten months, Kaiser will rate SRJC as an independent group. The Kaiser rate increase for 1/1/08 to 10/1/08 will be 0%. Thereafter, the rate will be the lower of either the SISC Kaiser rate or SRJC's independent Kaiser rate. Janet noted that there will be no changes to the Kaiser plan, and faculty who wish to remain in that plan will not need to fill out any paperwork. The Blue Shield plan, which will see a 5.02% increase over the current Health Net plan for the 1/1/08 to 10/1/08 period, offers portability, self-referral, and a much larger network of providers, including Memorial Hospital, Sutter Hospitals, UCSF, Stanford and UC Davis. There is no annual or lifetime cap for preexisting conditions. Current Health Net or Kaiser members who wish to switch to Blue Shield will need to fill out enrollment forms. Although physicians who accept both Health Net and Blue Shield will simply switch existing patients over to Blue Shield, it was noted that some Blue Shield doctors may not be accepting new patients.

Janet noted that several elements of health care coverage will differ under SISC, including:

- 1) One of SISC's policies is that coverage for new employees begins the first of the month after they are hired; When job offers are made, employees will have to be told that they should not give up their prior health insurance coverage until the first of the following month. AFA and the District will work on drafting language next year to provide coverage to new employees who do not have any existing coverage to tide them over. Adjunct faculty enrolling in the State program will see no change, as their coverage has always started on the first of the month.
- 2) SISC will grandfather in existing domestic partners currently covered under either of the two health plans; however, any new employees who wish to have coverage for their domestic partner will have to file for domestic partner status with the State of California. It was noted that, since California's domestic partner laws have changed, opposite sex couples are not eligible to register with the State. They would have to marry before they reach the age of 62 in order to qualify for health insurance coverage under SISC.
- 3) Blue Shield co-payments will differ from Health Net's: office visits will be \$30, instead of \$25; prescription drugs will be \$7 and \$25, instead of \$10, \$25 and \$35; and inpatient and outpatient hospital services will be \$0 instead of \$500.

There has been some discussion about moving from the District's self-insured dental plan through Shirrell Consulting to the SISC Delta Dental Plan, but no decisions have been made yet. Paula Burks said that AFA is planning a Conviviality Week event entitled "Here's to Your Health" to educate faculty about the new health plan options. Monday, October 1 and Thursday, October 4 events will be held on the Petaluma campus and Tuesday, October 2 and Wednesday, October 3 events will be held on the Santa Rosa campus. SISC materials and enrollment forms will be available and Council members who sit on the District-wide Fringe Benefits Committee will be

present to answer questions. Also, SISC will be holding an all day workshop on Friday, October 5 to educate SRJC employees. AFA will be publishing the FAQ's document in addition to another document that will show faculty what the other District-provided benefits are and how much they cost. The AFA Negotiations Team is also exploring the possibility of participating in the State Disability Insurance Program, which would provide disability insurance for adjunct faculty as well as sick leave protection for both full-time and adjunct faculty.

4. Officers' Proposal for Donation to Community College Initiative (CCI). Janet McCulloch noted that California has a new primary date in February. She said FACCC, the organization that is backing the CCI, needs to raise a great deal of money before December to pay for the massive advertising campaign that they will be mounting. Candy Shell reported that the current balance in the AFA PAC account is approximately \$7,400, and that, currently, \$1 per member per month is transferred into the PAC account, which typically amounts to between \$700 and \$800 per month. Janet noted that the AFA PAC could easily send \$7,000 right now to FACCC. She requested Council feedback regarding 1) the use of AFA PAC funds for this purpose, and 2) whether or not the amount of money per member per month that is transferred into the AFA PAC should be temporarily increased for a finite period of time in order to donate a larger amount of money to FACCC. Lengthy discussion followed and these questions were raised: 1) What do the polls say? 2) Is there room in the AFA general operating budget to handle the transfer of funds to the PAC? 3) Does AFA have to ask its members for approval of a donation? 4) Is AFA or the District planning to conduct any promotional campaign similar to the phone bank effort that was organized during the bond campaign?

Janet noted that the California Teachers Association (CTA) has not taken a position on the initiative yet. If they decide to mount a campaign against it, it will cost a great deal of money to oppose CTA. Although the Board of Trustees has had some discussion about the CCI, she said that they believe any District contribution would have to be sent through the Foundation. Janet said she did not believe there's been any discussion about what kind of resolution the Board wants to put forward. The Council can advise the PAC to make the donation — the membership does not have to be consulted. Janet added that FACCC is saying that, based on FTES, the District as a whole needs to be contributing \$20,000 towards the initiative campaign. A straw poll of the Council was taken. It indicated support for advising the PAC to send \$7,000 to FACCC. There was some discussion about authorizing the officers to talk to Dr. Agrella about District support for the initiative. The officers will draft a recommendation for a donation of additional funds and will include it as a discussion item on the agenda for the next Council meeting, along with the review of the proposed annual AFA budget.

5. Proposed AFA Budget for 2007-08. This item was postponed until the September 26 meeting.

MAIN REPORTS

1. President's Report. This report and subsequent discussion were conducted in closed session.
2. Vice President's Report: Petaluma. 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. Negotiations Report. This report and subsequent discussion were conducted in closed session.

The meeting was adjourned at 5:05 p.m.

Minutes submitted by Judith Bernstein.