

**ALL FACULTY ASSOCIATION
SANTA ROSA JUNIOR COLLEGE
EXECUTIVE COUNCIL MEETING MINUTES**

February 24, 2010

(Approved by the Executive Council on March 10, 2010)

Executive Council members present (noted by *):

*Ann Herbst, <i>presiding</i>	*Dianne Davis	*Reneé Lo Pilato	*Audrey Spall
*Alix Alixopulos	*Cheryl Dunn	*Michael Ludder	*Mike Starkey
*Lara Branen-Ahumada	*Karen Frindell	*Sean Martin	Julie Thompson
*Paula Burks	*Lynn Harenberg-Miller	*Dan Munton	<i>One Reg Fac Vacancy</i>
John Daly	*Michael Kaufmann	Andrea Proehl	

Negotiators/Officers present: Janet McCulloch; Councilors-elect present: Jack Wegman (2010-12)

Other faculty present: Molly Matheson, Jim Spencer; Staff present: Judith Bernstein, Candy Shell

The meeting was called to order at 3:05 p.m. in Pedroncelli Center.

MEMBER CONCERNS

1. Social Security Fairness Act. Molly Matheson, regular faculty member in the Learning Resources Department at the Petaluma Campus Mahoney Library, appeared before the Council to convey her request that AFA do some publicity to raise awareness about the Social Security Fairness Act. She said that the way the law is currently written many faculty members who came from the private sector could lose up to 60% of their Social Security benefits and their spouses could get no benefits. Molly said that there are some simple steps that faculty members can take to advocate for passage of the legislation that California's members of Congress continue to propose every year. Interested faculty members can log onto www.ssfairness.com, where they will find a link that will take them to a letter drafted by the National Education Association that can be personalized to one's circumstances. If you enter your zip code, the names of your local representatives automatically pop up and you can easily email the letter to them. Molly said that no change would happen unless the faculty speaks up to support this legislation. Ann Herbst commented that education keeps recruiting in the private sector for people in mid-career to become educators, without informing them that they could be giving up a large portion of their retirement income.
2. PGI Credit and Conferences. Jim Spencer, regular faculty member in the Mathematics Department, appeared before the Council to request that AFA issue a clarification about Professional Growth Increments (PGI) credit relative to conference attendance. He said that, according to the 2009-11 Contract, if you used a conference for Flex credit, you could no longer use it for PGI credit. Jim said that his impression was that this new contractual provision wasn't to be applied retroactively; however, it is his understanding that, even if the faculty member filled out the conference registration form a couple of years ago, the PGI committee is not allowing PGI points for the conference if Flex credit was given for it. He suggested that, if it was the intent of AFA to make application of the provision retroactive, it is important to let the college community know that. If instructors cannot use those points, many will come up short of the credits needed to move to the next PGI step. Janet McCulloch clarified that it was not AFA's intent to make the new provision retroactive. Ann Herbst added that the AFA officers would follow-up with the PGI Committee to clarify the matter and ensure that the Contract language is being implemented in accordance with AFA's intent.
3. Status of Summer Session 2010. Noting that his department is currently adding classes to the Summer 2010 schedule, Michael Ludder asked whether Spring 2010 enrollment figures were available yet and what the impact of that data might be on the schedule for Summer 2010. Mike

Starkey also requested similar information, reporting that a faculty member had asked him if there is any threat to the Summer 2010 session. Ann Herbst reported that the District has not released any data from Spring 2010 yet and she also said that they have not given any indication that they would be canceling the Summer 2010 session.

4. Member Concerns from AFA's Spring 2010 PDA Day Adjunct Issues Workshop. Michael Ludder asked Council members to read the email that AFA staff had sent to them recently summarizing concerns raised by adjunct faculty members who attended AFA's Spring 2010 PDA Workshop on Adjunct Issues. He requested that these concerns, including the additional concern that he brought forward from the meeting, be entered into the minutes of this meeting. Ann Herbst directed staff to do so, and those concerns follow below.

The adjunct faculty attendees at the February 16th workshop requested that the Council consider taking the following actions:

- Publish the results of grievances to promote District-wide application;
- Push the District harder to modify the SIS programming to allow for generic load lookup;
- Look into current regular faculty overloads greater than 40%;
- Consistent with AFA's Mission Statement, create equal representation on the Council by modifying the ratio of adjunct to regular faculty Council members to better reflect the percentage of courses taught by adjunct faculty;
- Limit regular faculty overloads;
- Negotiate the same percentage cut in salary for all faculty groups;
- Ask the District to use the savings from a second furlough day to increase the enhanced hourly rates of pay;
- Allow adjunct faculty with less than 40% loads to vote in department chair elections;
- Tighten up Contract language so that rules do not vary from department to department;
- Disallow the practice used by some departments in which they cap adjunct loads at 40% by never giving a load above that and instead hiring more adjunct faculty members.

MINUTES

There were no corrections or additions to the minutes from the February 10, 2010 Executive Council meeting, which were accepted as submitted.

ACTION ITEMS

1. Appointment of Regular Faculty Representative to Mid-term Replacement. Council members reviewed the statements submitted by the two regular faculty candidates — Brenda Flyswithawks and Phyllis Usina — for the vacant Council seat formerly occupied by Mike Meese. The term of this position begins immediately and expires on the first day of the Fall 2011 semester. Ann Herbst said that the officers agree that AFA is fortunate to have two outstanding candidates for this position and that both are extremely well qualified. Summarizing a discussion held during the Cabinet meeting earlier in the day, Ann highlighted the strengths, experience, and expertise that each candidate would bring to their service on the Council, and concluded by saying that the officers do not have a recommendation/endorsement. A discussion followed in which various Council members spoke to the qualifications and assets of each candidate. Following a vote conducted by secret paper ballot and a tally of the ballots by staff and one Council member, Ann announced that the Council had appointed Brenda Flyswithawks to serve as the mid-term replacement for Mike Meese, for a term that begins immediately and continues until the first day of the Fall 2011 semester.
2. Appointment of Second Ex Officio AFA Representative to Hate-free Task Force. Ann Herbst informed the Council that the officers have recommended that Michael Aparicio be appointed as AFA's second representative. She clarified that this position would be considered an alternate, not ex

officio, and said that Michael has indicated he would be able to attend the first and third task force meetings and participate via email. By unanimous voice vote, the Council approved a motion made by René Lo Pilato and seconded by Lara Branen-Ahumada to appoint Michael Aparicio to serve as AFA's second alternate representative to the Hate-free Task Force.

3. Appointment of AFA Representative to Sabbatical Leave Committee for Spring 2010. Ann Herbst reported that the AFA officers intend to make contact with the instructors who will be submitting their sabbatical reports this semester to recommend that they let AFA know if they're asked to do anything that wasn't included in their leave proposal. Ann added that, at this point in the semester, AFA would most likely not fill the vacant seat.
4. Opening of Nominations for AFA Officers, Negotiators and Other Appointed Positions for 2010-11. Ann Herbst reminded the Council about the nomination and election processes as outlined in the AFA Bylaws and Policies, the goal of which is to complete the elections before the fall schedule is permalized, so that the successful candidates can adjust their schedules to accommodate any reassigned time that comes with their positions. Anyone may nominate another with his/her permission and candidates may self-nominate. Nominations will remain open until 5:00 p.m., Wednesday, March 3, at which time statements will be due to the AFA office, for inclusion in the March 10 Executive Council meeting packet. Ann encouraged nominations of more than one person for each position, in order to give the Council a choice of candidates. Subsequently, the following nominations were made:

- Officers: Candidates for AFA officer positions must be members of the Council.

- President Warren Ruud
- Chief Negotiating Officer Ann Herbst
- Conciliation/Grievance Officer Audrey Spall
- Vice President for Santa Rosa Dan Munton
- Vice President for Petaluma Cheryl Dunn
- Secretary/Treasurer Paula Burks

Note: The newly elected president and chief negotiating officer would each serve two-year terms, with one exception: if Warren Ruud were to be reelected president, then his term would be for one year, since he would be continuing in that role. The other four positions are for one-year terms.

- Negotiators: The negotiating team is composed of a total of six members, two of which must be adjunct faculty. If one person occupies more than one position on the team (for example, president and data analyst), it is possible to end up with three at-large negotiators. The president and chief negotiating officer serve on the team by position. The candidates for the other four positions on the team need not be members of the Council. There is no limit on the number of nominations for at-large negotiators. All negotiators serve one-year terms.

- Notetaker Ted Crowell
- Data Analyst Warren Ruud
- At-large Negotiators Lynn Harenberg-Miller
Lara Branen-Ahumada
Dianne Davis

- Other Positions: The following three positions are for one-year terms.

- Publications Coordinator Lara Branen-Ahumada
- DTREC Co-chair Sean Martin
- Bay Faculty Association (BFA) Representative Warren Ruud, Ann Herbst

(Historically, either the president or one of the negotiators has attended BFA meetings, since the main topic of discussion at the meetings is negotiations. Ann said that, while only one person would receive reassigned time, it is possible for more than one person to attend the monthly meetings. She thought it likely that the Council would approve pay for the dinner for a second person, if anyone else would be interested in attending the meetings.)

Ann reiterated that the nomination period would remain open until 5:00 p.m., Wednesday, March 3 and statements would be due at that time. She also pointed out that the March 10 meeting would be held in the new Bertolini Building Senate Chambers.

5. Approval of Proposed Calendar for 2011-12. The Council reviewed and discussed the proposed calendar for 2011-12 at the February 10 meeting. By general consent, the Council unanimously agreed to approve the 2011-12 calendar as proposed.
6. Appointment of AFA Representative to Multi-site Resource Allocation Committee. Following discussion (see Discussion Item #1) and a motion made by Reneé Lo Pilato and seconded by Cheryl Dunn, the Council approved the appointment of Michael Eurgubian to serve as AFA's representative on the Multi-site Resource Allocation Group by unanimous voice vote.

DISCUSSION ITEMS

1. Appointment of AFA Representative to Multi-site Task Force Sub-committee. Ann Herbst explained that, based in part on the white paper about re-engineering that Dr. Agrella issued recently, a sub-group composed of members from the Budget Advisory Committee (BAC) and the Multi-site Task Force (MSTF) has been formed to review the recent BAC and MSTF surveys and develop recommendations for implementation. One of the main issues that the subcommittee, known as the Multi-site Resource Allocation Committee (MSRAC), will be focusing on is the redistribution and repurposing of classified staff. AFA has been asked to appoint a representative to serve on MSRAC and Ann said that the officers are recommending that the Council appoint Michael Eurgubian, regular faculty member in Mathematics and current president of the Petaluma Faculty Forum. The Council engaged in a lengthy discussion about many issues including Michael Eurgubian's experience and qualifications for the position; the composition, purpose, and scope of the MSRAC; the process that MSRAC will be using in developing its recommendations; the timeframe involved; the potential impact on faculty and classified staff; and the interface between department chairs and the Petaluma campus. Ann said that she would expect to be communicating with Michael Eurgubian and reporting back to the Council about the activities of the MSRAC on regular basis.

Janet McCulloch commented that a faculty staffing process is already in place and a faculty transfer process exists in the Contract. A transfer process for classified staff also exists in the SEIU Contract. She explained that the MSRAC would be looking at service centers, administrative assistants, clerical support, and operational support. Their focus will be to identify how possible cost-saving measures can be implemented and determine whether those measures make sense. They will also explore how the District can centralize services and make sure that every site (including the Petaluma Campus, Shone Farm, and the Public Safety Training Center) receives an equitable amount of services. Janet said that the reclassification study (of classified staff) will have to be redone, and some shifting of classified staff may be necessary. Janet added that program discontinuance is a separate issue and that AFA would be playing a vital role in the discussion of that issue in the future.

Following the discussion, by unanimous voice vote the Council approved a motion made by Cheryl Dunn and seconded by Dan Munton to move the appointment of Michael Eurgubian to serve as AFA's representative on the Multi-site Resource Allocation Committee to an action item at this meeting.

MAIN REPORTS

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

The meeting was adjourned at 5:02 p.m.

Minutes submitted by Judith Bernstein.