

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

March 10, 2010

(Approved by the Executive Council on March 24, 2010)

Executive Council members present (noted by *):

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

Councilor-elect present: Jack Wegman (2010-12)

Other faculty present: Michael Aparicio

Staff present: Judith Bernstein, Candy Shell

The meeting was called to order at 3:02 p.m. in the Bertolini Building Senate Chambers.

MEMBER CONCERNS

1. Bertolini Center Staff Dining Room. On behalf of a faculty member, Karen Frindell conveyed a concern about the new staff dining room, citing issues related to the lack of carpeting and abundance of windows (which affect the noise level and privacy of conversations), the lack of signage, and the presence of students. The faculty member believes that, unlike the former staff lounge, the new space doesn't serve the purpose for which it was intended. While another Councilor expressed satisfaction with the new space, it was suggested that AFA contact the appropriate District facilities committee to convey the faculty member's concern. Ann Herbst said that she and staff would follow up on this issue.
2. Adjunct Faculty Issues. Michael Ludder conveyed his concern about the difficulties an adjunct faculty member has been experiencing in terms of changes in load, loss of medical benefits, and problems with other issues related to working conditions. Ann Herbst responded that both she and AFA Conciliation/Grievance Officer Audrey Spall are aware of the problems and are working directly with the faculty member on these issues.

MINUTES

There were no corrections or additions to the minutes from the February 24, 2010 Executive Council meeting, which were accepted as submitted.

ACTION ITEMS

1. Election of Officers for 2010-11. A list of the candidates running for each position and candidate statements were distributed to Councilors prior to the meeting for review. Ann Herbst pointed out that while there were no contested positions, an individual has stepped forward for each of the open positions. By unanimous voice vote, the Council approved a motion made by John Daly and seconded by Reneé Lo Pilato to accept the slate of candidates as presented. The following newly elected officers will serve one-year terms that will begin on the first day of the Fall 2010 semester:

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

2. Election of Negotiators for 2010-11. A list of the candidates running for each position and candidate statements were distributed to Councilors prior to the meeting for review. Ann Herbst reviewed the composition of the AFA Negotiating Team (six members, at least two of which must be adjunct faculty). She pointed out that it would not be necessary to follow the voting protocol outlined in the AFA Policy on election of negotiators because there were no contested positions. She also reported that, by the nomination deadline (5:00 p.m., March 3), Ted Crowell had withdrawn his name from consideration as Note Taker and Lara Branen-Ahumada had submitted a candidate statement for that same position. By unanimous voice vote, the Council approved a motion made by Sean Martin and seconded by René Lo Pilato to accept the slate of candidates as presented. The following newly elected negotiators will serve one-year terms that will begin on the first day of the Fall 2010 semester:

Chief Negotiating Officer	Ann Herbst
President	Warren Ruud
Data Analyst	Warren Ruud
Note Taker	Lara Branen-Ahumada
At-large Negotiators (3):	Dianne Davis
	Lynn Harenberg-Miller
	Jack Wegman

3. Election of Other Positions for 2010-11. A list of the candidates running for each position and candidate statements were distributed to Councilors prior to the meeting for review. Ann Herbst reported that, by the nomination deadline (5:00 p.m., March 3), two of the three positions were not contested and Lara Branen-Ahumada had withdrawn her name from consideration for the third position (AFA Publications Coordinator). No other individual had expressed interest in that position until the morning of this meeting, when Julie Thompson stepped forward. There being no objection to Ann's request that the election of the AFA Publications Coordinator be handled as a separate item, by unanimous voice vote, the Council approved a motion made by John Daly and seconded by Julie Thompson to elect Sean Martin as District Tenure Review & Evaluations (DTREC) Co-chair and Ann Herbst as Bay Faculty Association (BFA) representative. Ann noted that anyone else who is interested in attending BFA meetings is welcome to accompany her.
4. Election of AFA Publications Coordinator for 2010-11. Ann informed the Council that the officers and Julie Thompson are engaged in a discussion about the duties of this position and the amount of associated reassigned time. Ann noted that although the organization continues to publish the *AFA Update* and the *AFA Dialogue*, there has been a shift during the last year from producing and distributing paper copies to increased use of electronic forms of communications and expansion of the AFA Website. Councilors expressed no interest in postponing the election of this position until the next Council meeting and, by unanimous voice vote, the Council approved a motion made by Michael Ludder and seconded by Paula Burks to elect Julie Thompson as AFA Publications Coordinator.

DISCUSSION ITEMS

1. CCCI Spring 2010 Conference. Ann Herbst informed the Council that the Spring 2010 California Community College Independents (CCCI) conference would be held on the afternoon of Thursday, April 29, all day Friday, April 30, and all day Saturday, May 1. In the recent past, AFA has paid registration fees and travel expenses for four individuals to attend the conference. CCCI is composed of approximately 15 community college faculty unions that are independent and not affiliated with either CTA or CFT. They meet twice a year to share information about negotiations and other issues. CCCI also has a seat on the State Chancellor's Office Board of Governors. Ann said that she is planning to attend on Thursday and Friday, and that Janet McCulloch is planning to attend all three days. Audrey Spall and Dianne Davis have expressed some interest. According to the AFA Professional Conference Policy, first priority for attendance goes to the AFA officers, followed by the negotiators, followed by Council members. Ann requested that Councilors contact AFA staff or herself ASAP, preferably within the next 48 hours, if they are interested in attending this conference.

MAIN REPORTS

1. President's Report. Ann Herbst reported on the following items:
 - Board of Trustees Meeting. At the March 9th Board of Trustees meeting, Associated Students President Jude Rowe made an announcement about the students' plans to attend the March in March in Sacramento. He neglected to correctly identify the AFA PAC as the organization that is providing financial support for transportation expenses, acknowledging FACCC instead. Ann will ask him to correct the error and acknowledge the AFA PAC when he makes a report about the event at the April Board meeting.
 - Welcome New AFA Councilors. Ann welcomed newly appointed regular faculty Councilor Brenda Flyswithhaws, who will fill out the remainder of Mike Meese's term (until the beginning of the Fall 2011 semester). Ann explained that, although Jack Wegman's term as a regular faculty Councilor officially begins in Fall 2010, once a Councilor has been elected, per AFA policy, s/he is invited to attend both the open and closed session portions of any Council meetings and retreats scheduled during the remainder of the spring semester.
 - Multi-Site Task Force Resource Allocation Group (MSTFRAG). Dr. Agrella has added AFA Representative Michael Eurgubian to the list of MSTFRAG members.
 - AFA Executive Council Spring 2010 Negotiations Retreat. A half-day negotiations retreat is scheduled for Saturday, March 27. Paula Burks reported that the retreat has been approved for four hours of Flex credit. (Attendance at the March in March in Sacramento on March 22 has also been approved for Flex credit if faculty members are not teaching during the time of the event.)
 - Hate-Free Task Force. Ann Herbst reported that Academic Senate President Barbara Croteau informed her that the Senate's Executive Committee met and decided that AFA will have only one member (no other non-voting members) on the Senate's ad hoc Hate-Free Task Force. This decision means that neither Alix Alixopulos nor Michael Aparicio would be seated. Since Brenda Flyswithhaws is one of two Senate appointees to the HFTF and she is also an AFA Executive Council representative, the Senate's Executive Committee believes that the Senate and AFA will, in essence, each have one and a half representatives on the HFTF. Ann said that she believes that the more people involved up front in the process of developing the policy the better. The Council engaged in a lengthy discussion about many issues including the process by which the Senate's decision was made; the process by which HFTF appointments were made by the various constituent groups; the composition of the HFTF; whether task force meetings would be open to the public; and the importance of addressing academic freedom in the context of other workplace issues. A suggestion was made that a subgroup of the Council go to the open forum at the next Senate meeting on Wednesday, March 31 to make a statement about AFA's displeasure at this decision, request that the issue be placed as a discussion item on the agenda at that same meeting, and request that the Senate as a whole take a vote on the matter. It was pointed out that the now disbanded District-wide Hate-Free Campus Committee was composed of a much larger number of members and that all of their meetings were open to the public. René Lo Pilato informed the Council that three task force meetings have been scheduled: April 1 and April 8, from 9:00 a.m. to 10:30 a.m.; and April 23, from 1:30 p.m. to 4:00 p.m. At the conclusion of the discussion, Ann stated that a subgroup of the Council would show up at the Senate meeting on March 31, and that she would remind the Council about the matter at their next meeting in Petaluma on March 24.
2. Vice President for Santa Rosa Report. Dan Munton gave a brief report about the work performed so far this year by the AFA Article 16 Committee, which has been charged with reviewing departmental Hourly Assignment Procedures for compliance with the Contract. After each set of procedures is approved by the Vice President of Academic Affairs and deemed by the Article 16 Committee to be in compliance with the Contract, Candy Shell posts them on the AFA Website. Dan noted that he has been meeting with department chairs and gathering feedback about what works and what doesn't work for their departments in terms of Article 16. For example, Article 16 was written with 3-hour

lecture courses in mind. If a department has allied assignments or lab assignments or student caseloads, then Article 16 doesn't work as well for that department. In addition, Dan said he has been able to clarify in his meetings with department chairs that "special expertise" may not be used as a way to impose preferred requirements. He further explained that the one of the primary criteria used for making hourly assignment recommendations is length of service in the department. In order to teach certain courses, some departments require special expertise beyond minimum qualifications. An example of special expertise would be when an instructor needs to be certified by an outside agency in order to teach a course that will result in a student's certification in that subject matter. On the other hand, just because a chair believes that a certain instructor would do a better job of teaching the course is not a valid reason according to the Contract to give an hourly assignment to one person over another. Dan also noted that Article 16 would be one of the main topics of discussion at the Council's upcoming spring retreat.

3. Vice President for Petaluma Report. Cheryl Dunn reported that a meeting of the Petaluma Faculty Forum (PFF) was held on Tuesday, March 2, 2010. At that meeting, Cheryl gave a report about her experiences at the FACCC Advocacy and Policy Conference that was held earlier this month in Sacramento and she encouraged faculty to join FACCC. In addition, those present, including recently hired Interim Dean of Student Services Greg Granderson, engaged in a lengthy discussion about how Student Services could support faculty.
4. Negotiations Report. This report and subsequent discussion were conducted in closed session.
5. Conciliation/Grievance Report. This report and subsequent discussion were conducted in closed session.

COMMITTEE/COUNCIL REPORTS

1. Professional Development Committee (PDC) Report. Karen Frindell reported that, in response to AFA's assertion that it would be a violation of Article 22: Professional Development, the District agreed not to restrict the schedule of activities for the mandatory, institutional Fall 2010 PDA day to SLO workshops only. PDC has designed the schedule to include workshops on a variety of different topics, including but not limited to SLO's.
2. District-wide Fringe Benefits Committee (FBC) Report. John Daly believes that there would likely be a 10-15% rate increase for SISC/Blue Shield next year. The exact amount of the increase will not be known until sometime in May 2010. He also believes that it is also likely that SRJC's independently rated group plan with Kaiser would shift to the SISC/Kaiser plan next year. Brief discussion followed about how changes in benefits are negotiated and John noted that salaries and benefits are open for negotiations every year.
3. District Tenure Review & Evaluations Committee (DTREC) Report. Sean Martin reported that: (1) a significant number of adjunct and regular faculty members (District-wide) are not up-to-date on their evaluations; and (2) in response to a request to allow the department chair to be the primary evaluator of faculty in the department, DTREC issued a determination that no exceptions may be made.

The meeting was adjourned at 4:29 p.m.

Minutes submitted by Judith Bernstein.