

EXECUTIVE COUNCIL MEETING MINUTES

February 26, 2014

(Approved by Executive Council on March 12, 2014)

Executive Councilors present (noted by *):

*Julie Thompson, <i>presiding</i>	*Dianne Davis	*Sean Martin	*Nikona Mulkovich
*Filomena Avila	Terry Ehret	*Jacqueline McGhee	*Matt Murray
*Paulette Bell	*Karen Frindell Teuscher	*Bud Metzger	*MJ Papa
*Shawn Brumbaugh	*Deirdre Frontczak	*Terry Mulcaire	*Margaret Pennington
*Paula Burks	*Andre LaRue	*Dwayne Mulder	

Officers/Negotiators/Appointed Positions present: Warren Ruud

Staff members present: Candy Shell, Carol Valencia

Councilors-Elect present: Karen Stanley

Faculty members present: Mark Ferguson

The meeting was called to order at 3:05 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus.

CLOSED SESSION REPORTS

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

Closed Session adjourned at 4:02 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Terry Mulcaire brought forward a concern regarding workload. At a recent meeting with the scheduling committee for the English department, he inquired about whether faculty members would be paid for "learning communities" work. He was told that, rather than pay, faculty members could receive professional development flex credit. His concern is that "flex credit" is becoming the bottomless bag of unpaid work. Faculty used to receive pay for extra duties, like learning communities, but now these duties have become unpaid work.
2. Paulette Bell made a comment about her appreciation of how AFA has been working to protect people from doing work for no pay—it is important to educate people about the efforts of AFA on their behalf.

MINUTES

There being no corrections or additions, by unanimous voice vote, the Council approved a motion made and seconded to approve the minutes from the February 12, 2014 Executive Council meeting as submitted (17 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://www.santarosa.edu/afa/minutes.shtml>.)

PRESENTATION

District EEO Plan (*Sabrina Meyer, Director of Human Resources*)

Julie explained that the scheduled presentation by Sabrina Meyer is postponed until the March 26 Executive Council meeting. Sabrina will send us the most recent draft in advance so Councilors will have ample time to review it. There was a discussion regarding the history and completeness of the draft Plan. Julie concluded the discussion by stating that she will attempt to get additional context information about the Plan to be included with the most recent draft sent to the Council.

DISCUSSION ITEMS

1. Officer, Negotiating Team, and Other Positions Nominations

Julie explained that AFA Council Elections for the 2014-16 term closed today. Contract faculty elected to the Council are Paula Burks, Andre LaRue, Terry Mulcaire, Karen Stanley, and Julie Thompson. Adjunct faculty elected to the Council are Denise Beeson, Paulette Bell, Bud Metzger, and Matt Murray. Today is the opening of nominations for officers, negotiators, and other appointed positions.

The following positions are open for nominations: President, Chief Negotiator, Conciliation/Grievance Officer, Vice President for Santa Rosa, Vice President for Petaluma, Secretary/Treasurer, Negotiations Team (four at-large negotiators, including at least two adjunct faculty; and data analyst), DTREC Co-Chair, Publications Coordinator, Adjunct Cabinet Representative, and Bay Faculty Association Representative.

The following nominations were made:

Position	Nominee(s)
President	Julie Thompson
Chief Negotiator	Warren Ruud
Conciliation/Grievance Officer	Karen Frindell Teuscher
Vice President, Santa Rosa	Sean Martin
Vice President, Petaluma	Terry Ehret
Secretary/Treasurer	Paula Burks
Negotiating Team: Adjunct Representatives	Deirdre Frontczak, Bud Metzger, MJ Papa
Negotiating Team: Contract Representatives	Dianne Davis, Terry Mulcaire
DTREC Co-Chair	Sean Martin
Publications Coordinator	Matt Murray
Adjunct Cabinet Representative	Paulette Bell
Bay Faculty Association Representative	Warren Ruud

Nominations will remain open until the election is conducted at the next Executive Council meeting (March 12 in Petaluma). (See link to [AFA Policies on Duties of Officers.](#))

2. Resolution in Support of Redistricting for Board of Trustees Seat

Warren Ruud explained that a few years after a census is completed, the District is supposed to re-form their representation areas so they are roughly equal. He projected the current District Board representation map showing Area 345, where three "at large" Board members represent roughly 210,000 people. Recently a student group worked with a consultant to come up with a new representation map that carves up Area 345 into three geographic areas of approximately 70,000 people each; these three areas would have populations comparable to those of all the other districts. (The proposed map was projected for the Council.) The students' idea is to have one representative elected from each of the three new areas. (Currently the three "at large" Board members all live in the northern section of Area 345.) The students created a task force to move forward and would like SEIU and AFA to discuss and possibly join their effort. These new changes, if approved, would probably not be in place until the 2016 election. There was a discussion about the Board's and President's responses to the student action and the process to approve such a change in Board representation. Warren projected a draft AFA Resolution in support of the re-districting efforts by students. The Council agreed that Julie, Matt Murray, and Terry Mulcaire will revise the draft resolution for further review by the Council, and the draft will be placed on the next Executive Council

Meeting Agenda for further discussion. Warren asked the Council to discuss the idea with colleagues to get their feedback to bring back to the next meeting.

3. **CCCI Spring '14 Conference Attendance, Sacramento**

Julie explained that we were hoping the conference would be in San Francisco/Oakland, which would allow some people to drive back and forth (at a decreased cost for AFA). However, we now know the conference will be held in Sacramento. As a result, the conference expenses will now include hotel costs, so we need to revisit the previous Council decision to send six attendees. (See [Minutes from the Jan. 29 Executive Council Meeting](#).) The cost for hotel and other expenses is approximately \$540 for each attendee, and we currently have \$2,200 in our conference budget; we still need to pay for the FACCC Advocacy conference this weekend out of this budget. We also have the option of having some people attend for the day on Friday—which is the most important day of the Conference. The Council made the decision to send three people for the full conference and up to three people to attend on Friday only.

ACTION ITEMS

1. **Reassigned Time for Officers, Negotiators, & Other Positions: Fall 2014**

Julie projected the proposed Fall 2014 Reassigned Time and highlighted the following changes from Spring 2014:

- The Negotiations Team Note-taker position (5 percent) was eliminated and the task will be temporarily absorbed in the Chief Negotiator duties.
- The Petaluma Vice President special project (10 percent) was eliminated.

There was a discussion regarding the Petaluma Vice President travel time (5 percent) in the event that the position is not held by a Councilmember assigned to the Petaluma campus. There was also a discussion regarding the inadequacy of the Conciliation/Grievance Officer reassigned time.

A motion was made, seconded and approved to approve the Reassigned Time for Officers, Negotiators & Other Positions for Fall 2014 with an increase to the Conciliation/Grievance Officer reassigned time from 50 to 60 percent (15 in favor; 0 opposed; 1 abstention).

OTHER REPORTS

1. **President's Report.** Julie reported briefly on the following items:

- Our retreat is set for next Saturday, March 8. She sent out a message asking for two adjunct faculty members and two contract faculty members to co-facilitate a discussion during the Retreat. Filomena Avila and Deirdre Frontczak have volunteered. In response to a call for additional facilitators, MJ Papa volunteered. If there are any other volunteers, please let Julie know. Also, we are waiting to hear back from Sally Covington, who would like to make a presentation on strategies for decreasing healthcare costs. When we hear back from her, we will arrange the Retreat Agenda.

2. **Treasurer's Report: January 2014.** Paula Burks reported as follows:

- This report includes two months of contract faculty dues/fees.
- Our annual general liability insurance premium was paid this month.
- Regarding our Faculty Association of California Community Colleges (FACCC) monthly dues, we are still under our original contract, but we have a verbal agreement with FACCC to change the adjunct faculty member automatic FACCC membership threshold to include those with *over 20 percent* load.
- The Reassigned Time paid this month was for summer 2013.
- Legal Fees paid were for two months.
- The current number of contract faculty members with AFA dues/fees deductions is 268; this number has decreased from 302 contract faculty members in May 2010.

The meeting was adjourned at 5:13 p.m.

Minutes submitted by Carol Valencia.