

## EXECUTIVE COUNCIL MEETING MINUTES

February 11, 2015

(Approved by Executive Council on February 25, 2015)

Executive Councilors present (noted by \*):

*Julie Thompson, <i>presiding</i>	*Paula Burks	*Sean Martin	*Matt Murray
*Filomena Avila	*Terry Ehret	*Molly Matheson	MJ Papa
*Paulette Bell	*Karen Frindell Teuscher	Jacqueline McGhee	*Margaret Pennington
*Denise Beeson	*Deirdre Frontczak	*Bud Metzger	*Michelle Van Aalst
Shawn Brumbaugh	*Michelle Hughes Markovics	*Terry Mulcaire	

Officers/Negotiators/Appointed Positions present: Ted Crowell, Mark Ferguson, Warren Ruud  
Staff members present: Candy Shell, Carol Valencia

The meeting was called to order at 3:05 p.m. in Mahoney Library, First Floor Reading Room #PC721, on the Petaluma 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 4:10 p.m.

### OPEN SESSION

Open Session reconvened at 4:15 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Full-Time Faculty Hiring Policy**. Bud Metzger brought up a concern from a department chair about the full-time faculty hiring process with regard to a new Academic Senate hiring proposal.
  - Officers emphasized that hiring is the purview of the Academic Senate and one of their "[10 + 1](#)" primacy items per California Title 5 §53200. Questions or concerns about hiring should be forwarded to one's Senate representative.
  - AFA's interests in hiring are apparent later, with tenure review issues and protecting the rights of our adjunct members who are applying for full-time positions.
2. **IT Scheduled Shutdowns**. Paulette Bell gave a follow up to her member concern last month about Information Technology (IT) scheduled shutdowns. Last Thursday (Feb. 5) IT scheduled its maintenance during class time, and she lost connection to her lecture. As a result, she had to go home and re-record the lecture for students. Because of the extra workload involved, she asked if she could request to be compensated.
  - Terry Ehret explained that a similar situation occurred during her Thursday night class.
  - There was a discussion about how faculty members who are teaching those nights can "plan accordingly" when the shutdowns are scheduled during their class time.
  - Julie reported that AFA has brought the issue forward to IT, but their response is that they must keep the current practice in order to comply with the [SEIU Contract](#) for classified employees. AFA will verify this claim.

- Karen Frindell Teuscher (AFA Conciliation/Grievance Officer) stated that she will look into the issue.

### MINUTES

There being no corrections or additions, by voice vote, the Council approved a motion made and seconded to approve the minutes from the December 10, 2014 General Membership meeting as submitted (14 in favor, 0 opposed, 1 abstention).

There being no corrections or additions, by unanimous voice vote, the Council approved a motion made and seconded to approve the minutes from the January 28, 2015 Executive Council meeting as submitted (15 in favor, 0 opposed, 0 abstention).

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

### DISCUSSION ITEMS

#### 1. Resume AFA Member PAC Allocations

- Paula Burks reported that the revenue figures from the Feb. 10 [hourly] payroll were down 26 percent from our monthly budget projections for Spring 2015—\$9,700 versus \$13,000. The number of hourly faculty members from payroll reports has also decreased from 818 at the end of Fall 2014 to 737 at the beginning of Spring 2015. If this decreased amount were carried through the rest of the semester, our revenue would be down by over \$17,000. However, there were eight new mid-year contract faculty member hires, so those revenue figures should be increasing.
- Julie suggested that some of this decrease could be due to low-enrollment courses that were converted to late-start classes. The pay for those courses should show up in the payroll reports later this semester.
- Julie and Paula explained that the PAC allocation discussion will be tabled until we have a better idea of the actual revenue for the semester. However, we do still have money in the PAC account and don't have any anticipated donations. We can always decide to turn the contributions on and off in the future, if need be. We will also be publishing a piece on voluntary PAC contributions by faculty members.

#### 2. Executive Council Elections (New Discussion Item)

- Julie explained that we have a contested election for the Executive Council contract faculty seats (eight candidates for six open seats); ballots will go out for that election this weekend. However, we have an uncontested election for the Executive Council adjunct faculty seats (three candidates for four open seats). We can appoint the three candidates (at the next Executive Council meeting) and then decide later about how to fill the remaining seat. An announcement will go out soon asking for statements of interest from potential candidates; once those statements are received, the Council can decide whether to appoint someone for the remaining seat or hold a special election. The Council affirmed moving forward with this procedure. (See link to [2015 Council Election](#).)
- There was a discussion about how to generate additional interest among adjunct faculty members in running for the Council.

### OTHER REPORTS

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

- Julie and Sean Martin met with Dr. Chong last week and brought up the following issues during the conversation:
  - The Faculty perception about the direction of management decisions—a corporate model with top-down decision-making rather than administration acting in a supportive role.
  - Concerns about negotiations items.
  - Concerns about bond measure implementation. AFA wants to ensure a transparent process and, as part of that, would like to see regular updates to the [Measure H website](#) in order to keep people informed.
  - The dismay by faculty members about faculty professional development.

- Further on this topic, the contents of our discussion of professional development at the last Executive Council meeting was erroneously reported to classified employees, and at the Feb. 10 Board meeting, Classified Senate President Kathy Matthies commented that faculty members believe they are the only “professionals” on campus.
- In addition, the Professional Development Committee is reviewing its committee structure and charge, and the Academic Senate is reviewing its own Academic Senate Professional Development Sub-Committee with an eye to its relationship to the work of the District’s Professional Development Committee—specifically, that committee’s work pertaining to faculty professional development. AFA has interests in professional development in Articles 3, 14, and 30 of the Contract.
- We will be inviting representatives of the PDC to our next Council meeting to present their proposed changes to the PDC charter (as discussed at the Jan. 28 Executive Council meeting).

The meeting was adjourned at 4:55 p.m.

Minutes submitted by Carol Valencia.