

## **EXECUTIVE COUNCIL MEETING MINUTES**

November 12, 2014

*(Approved by Executive Council on December 10, 2014)*

Executive Councilors present (noted by \*):

*Julie Thompson, <i>presiding</i>	*Terry Ehret	*Sean Martin	*MJ Papa
*Filomena Avila	*Karen Frindell Teuscher	*Jacqueline McGhee	*Margaret Pennington
*Paulette Bell	*Deirdre Frontczak	*Bud Metzger	George Sellu
*Denise Beeson	*Michelle Hughes Markovics	*Terry Mulcaire	*Karen Stanley
*Paula Burks	*Andre LaRue	* Matt Murray	

Officers/Negotiators/Appointed Positions present: Ted Crowell, Dianne Davis, Mark Ferguson, Warren Ruud

Staff members present: Candy Shell, Carol Valencia

Faculty member present: Helen Levin

Guests present: Jonathan Lightman and Lidia Stoian (Faculty Association of California Community Colleges); Omar Paz (SRJC Student Trustee)

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 3:43 p.m.

### **OPEN SESSION**

Open Session reconvened at 3:44 p.m.

### **MEMBER CONCERNS WITHIN AFA'S PURVIEW**

1. **Substitute Policy.** Karen Stanley read a member concern about inadequate support for adjunct faculty member absences due to illness. The member stated that before the budget cuts, substitutes were allowed for the first day of an absence and classes were not negatively impacted. However, since the new substitution policy was implemented, substitutes are allowed only if a second class in a row is missed; this causes ill teachers to come to class, and instructors who call in sick feel stigmatized. Some adjunct faculty also have the perception that calling in sick can lead to negative evaluations. Karen Frindell Teuscher commented that the new substitute policy referred to is not an official "policy" in writing anywhere and that procedures are already in place to provide for substitute coverage.
2. **Online Accessibility Workload.** Dianne Davis brought up a concern from a faculty member who teaches both face-to-face and online classes and has a concern about the workload involved in making online classes accessible, as this burden falls on the faculty member. There is also a concern about the workload involved in trying to "keep current" on the legal requirements for accessibility because this is very time consuming. This faculty member would like more District support for online instructors.

3. Petaluma Campus Security. Andre LaRue brought up a concern from a faculty member at the Petaluma campus stating that the faculty member feels insecure teaching at night because there is no campus security after 5:00 p.m.

### **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 October 22, 2014 Executive Council meeting as submitted (17 in favor, 0 opposed, 0 abstentions).

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

### **PRESENTATIONS**

1. ***Jonathan Lightman, Executive Director of Faculty Association of California Community Colleges (FACCC)***
  - Jonathan's introductory remarks included his tenure at FACCC for almost 16 years and an explanation of AFA's relationship with FACCC as a "contract member college."
  - He referred to the California Community Colleges (CCC) Board of Governors meeting next Monday (11/17) and several pertinent issues that will be discussed:
    - The Student Success Task Force was a way to change the mission of CCCs without going through the Legislature. FACCC brought up the problem of the lack of money for infrastructure for this program when it was proposed. FACCC also believed that the focus of CCCs during the recession should have been on job development and workforce readiness rather than a new mandated (and unfunded) program.
    - At the upcoming meeting the Board of Governors will be discussing a new Task Force on Workforce, Job Creation and a Strong Economy. (See link to [Agenda Item 2.1](#).)
    - Some concerns about this new task force include CTE fields' needing a greater number of adjunct instructors in order to ensure field currency. However, FACCC believes that this is not an "academic instructors" versus "CTE instructors" issue—they both go together and are both important.
    - The Board of Governors will also be approving a full or partial trigger of the Faculty Obligation Number (FON), or full-time/part-time faculty ratio. The CCC system has a goal of 75/25 percent for this ratio. Currently the statewide ratio is 56 percent full time, and it's not improving. Also, the FON for each CCC District is supposed to change with student growth numbers. FACCC would like the Board to direct districts to do more full-time faculty hiring when the district's FON falls below its minimum obligation. However, most CCC hiring is conducted during certain "windows." The last hiring windows were at the end of the 1990s and beginning of the 2000s; we are currently in the only hiring window since that time. (See link to [Agenda Item 2.3](#).)
    - The Board of Governors will also approve a change in the legislation (Title 5) regarding accreditation. Currently the Accrediting Commission of California Junior Colleges (ACCJC) is the "named accreditor" in State law, but this will change if the Board approves the new language [as expected]. That proposed language would include that the Board of Governors could recommend an accrediting agency only if its scope of recognition by the Secretary of Education includes California's community colleges. This does not mean that every district will get to select its own accrediting body, however. (See link to [Agenda Item 3.2](#).)
    - See link to full [Board of Governors Meeting Agenda](#).
  - Jonathan updated the Council on the current City College of San Francisco (CCSF) trial:
    - The parties to the trial are the People of the State of California (represented by the City Attorney of San Francisco) and the ACCJC.
    - Prior to the trial, the court granted a Preliminary Injunction that required that everything regarding the accreditation be kept "status quo" until the trial is over and decided.
    - ACCJC is a private agency but is doing governmental tasks, so it is considered a "quasi-governmental agency."

- Usually, with a private organization, the court can decide only if that organization is following its own rules and bylaws. However, with a “quasi-governmental organization” [like ACCJC], the court can also examine the agency’s compliance with other legislative requirements.
- One issue in the current trial is how CCSF and ACCJC were on opposite sides of the Student Success Task Force debate and whether that might have influenced ACCJC’s treatment of CCSF.
- Because there is no jury, the judge in the trial will decide issues of both fact and law, but any decision will probably result in an appeal. Closing arguments for the trial are set for December 9.
- Jonathan briefed the Council on the results of the November elections:
  - FACCC endorsed Assemblymembers Jim Wood and Mike McGuire, who were both elected.
  - In the State Assembly, 54 members are needed for a super-majority. Formerly there were 55 Democrats in the Assembly; now there are 52.
  - In the State Senate, 27 members are needed for a super-majority. Formerly there were 29 Democrats in the Senate; now there are 25.
  - Now that Proposition 30 taxes are coming in, there is a good income flow to the State coffers. To pass the budget, a two-thirds majority is not needed. The Budget is really decided by the Governor and the two Democratic (Assembly and Senate) leaders.
  - FACCC opposed several Democratic candidates who were opposed to the CalSTRS Defined Benefit program—that threat has been put off for now. The legislation last year limited increased CalSTRS contributions for members, but the required District contributions will rise significantly in the coming years. The Governor can free up some money from the State budget to help districts pay their contributions. The PERS contributions for districts are also increasing. An ongoing political coalition is needed to tackle these pension problems.
- Jonathan gave an overview of FACCC-sponsored legislation:
  - AB 675 ensures protections for probationary (tenure-track) faculty members who go on leaves of absence. (See link to [AB 675](#).)
  - AB 2295 extends the timeframe for faculty members to transfer their unused sick leave when transferring colleges. (See link to [AB 2295](#).)
  - Assembly Concurrent Resolution (ACR) 95 puts CCC districts on notice that they are being watched to ensure that they do not reduce the assignments of part-time faculty members because of ACA compliance. (See link to [ACR 95](#).)
- FACCC also supports the following current legislation:
  - AB 1476 regarding retirement contributions. (See link to [AB 1476](#).)
  - AB 1942 adds levels of legislative reporting for accreditor’s decisions. (See link to [AB 1942](#).)
- Jonathan summarized next year’s proposed CCC budget:
  - \$100 million for Student Success
  - \$100 million for Student Equity
  - 2 percent increase for growth
  - Strong FACCC lobbying for a \$180 million COLA, which translates to about a 3 percent increase
  - \$70 million for full-time faculty hiring
    - The Governor has stated that there need to be provisions for local negotiations and a tie-in to Student Success before he will approve this budget expenditure.
    - 50 percent of this money is designated for full-time faculty hiring
    - 40 percent of this money is designated for part-time categorical funding restoration
    - 10 percent of this money could be allocated to either full-time or part-time faculty (above)
  - \$25 million for Professional Development
  - \$25 million for CTE course development
- Lidia Stoian (FACCC Director of Programs & Development) spoke briefly in support of attendance at the FACCC Advocacy and Policy Conference on March 1-2. The theme will be “The Struggle for Equity,” with Dr. Tyrone Howard as the keynote speaker. She asked

the Council to check out the agenda on the FACCC website and register, if interested. (See <http://www.faccc.org/event/ap2015/>.) Jonathan added that the theme is not just about student equity but the global struggle for equity. He explained that attendees will also have the opportunity to meet with their Sacramento legislators.

- Deirdre Frontczak added that FACCC is widely respected throughout the State and in Washington DC as the premier advocacy voice for CCC faculty. SJRC has a special role in FACCC as a contract member college. She hopes a large number of SRJC faculty members will attend the conference in order to have a presence.

## 2. **Doug Kuula, Manager of Environmental Health & Safety**

- Doug explained that his department is updating policies and would like AFA's feedback on the new Emergency Preparedness and Management Policy & Procedure (6.12 and 6.12P). The former policy was out of date and needed to be moved to a different section of the policy manual (from Section 5.14 to Section 6.12). He also removed the outdated Code references and added a new Procedure that includes standard operating practices.
- He would like to hear any concerns or questions the Council has about the proposed Policy & Procedure:
  - Q: In looking at bullet #8 in the Procedures, do we have such a "mobile incident command vehicle"?
  - A: We received a grant awhile back to get the vehicle. It is currently being used by the District Police. The plan is to get the vehicle from District Police and put in a communication system so it can be used as an "incident command post" anywhere in the District.
  - Q: Do we have all the things mentioned in the Procedures bullets? Specifically, do we have the Emergency Preparedness website in bullet #9, or is it a work in progress?
  - A: We have the website, and it's being updated. We really need the help of all faculty and staff to do a good job with this; many have stepped up. We are looking to develop a communication network with our custodians since they already have radios.
  - Q: Is Procedure bullet #5 in progress? What about training for emergencies that might occur at night?
  - A: We are planning another Great American Shake-Out to be held at night. We are also looking at night resources and early morning resources, too.
  - Q: Are there expenses involved in accomplishing all the bullets in the Procedure? Are we adding to our "mandated expenditures"?
  - A: Emergency Preparedness is State-mandated; of course, it all costs money, but we are required to do it.
- Doug thanked the Council for their input.

## ACTION ITEMS

### 1. **AFA Resolution Regarding Affordable Health Care Campaign**

- Julie explained that a proposed Resolution was discussed at the retreat. Paula Burks and Deirdre Frontczak have drafted a Resolution for the Council's review and approval.
- A motion was made and seconded to approve the Resolution. Julie asked for discussion.
- Matt Murray stated that the Resolution needs some minor, non-substantive edits before being published.
- A motion was made, seconded and approved by unanimous voice vote to approve the Resolution with minor, non-substantive edits (16 in favor; 0 opposed; 0 abstentions).

(See Resolution [http://www.santarosa.edu/afa/Misc/11.12.14\\_AFA\\_Resolution\\_AffordableHealthCare.pdf](http://www.santarosa.edu/afa/Misc/11.12.14_AFA_Resolution_AffordableHealthCare.pdf).)

## OTHER REPORTS

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

- We have approved funding for two people to attend the FACCC Advocacy & Policy Conference in March. Please look for upcoming emails about the process for selecting the AFA-sponsored attendees.

The meeting was adjourned at 5:07 p.m.

Minutes submitted by Carol Valencia.