

## EXECUTIVE COUNCIL MEETING MINUTES

January 27, 2016

(Approved by Executive Council on February 10, 2016)

Executive Councilors present (noted by \*):

*Sean Martin, <i>presiding</i>	*Terry Ehret	Terry Mulcaire <sup>1</sup>	*Julie Thompson
*Filomena Avila	*Deirdre Frontczak	*Dwayne Mulder	*Michelle Van Aalst
*Denise Beeson	*Michelle Hughes Markovics	*MJ Papa	<i>Adjunct Vacancy</i>
*Paulette Bell	*Molly Matheson	*Margaret Pennington	<i>Contract Vacancy</i>
*Shawn Brumbaugh	Jacqueline McGhee	*Karen Stanley	

Negotiators/Appointed Positions present: Marc Bojanowski, Ted Crowell, Mark Ferguson, Warren Ruud

Staff members present: Candy Shell, Carol Valencia

Faculty members present: Albert Yu

The meeting was called to order at 3:08 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 4:15 p.m.

### OPEN SESSION

Open Session reconvened at 4:15 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Windfall Elimination Provision (WEP).** Albert Yu brought up a concern about the WEP/Government Pension Offset (GPO) that may reduce Social Security benefits for faculty members who are enrolled in CalSTRS. He asked for AFA's support in a movement to repeal the WEP/GPO. Several Councilors commented about the negative ramifications of this law. Deirdre Frontczak added that Faculty Association of California Community Colleges (FACCC) has brought this topic up with State legislators, but they are not interested in addressing it. Even though it's Federal law, some states have successfully circumvented it. (See <http://www.calstrs.com/post/windfall-elimination-provision>.)
2. **Social Security for Adjunct Faculty Members.** Margaret Pennington asked about adding Social Security as a retirement option for adjuncts; if adjuncts had this option, it would help shield them from the WEP/GPO. It was noted that the District's contribution cost would be higher for Social Security than two of the three other retirement options offered to adjuncts and that any changes to the retirement options for faculty would have to be negotiated.
3. **Lab/Lecture Equity.** Shawn Brumbaugh brought up a concern from several faculty members about the progress of the lab/lecture equity implementation and asked for an update. Julie explained that it will be on the negotiations agenda this spring once money talks begin.

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<sup>1</sup> Absent due to AFA business

## 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 9, 2016 Executive Council meeting and the December 9, 2016 General meeting as submitted (12 in favor, 1 opposed, 2 abstentions).

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

## DISCUSSION ITEMS

### 1. Councilor Requirement to Vacate Seat Due to Absences

- Sean explained that two Councilors missed three meetings last semester and, in accordance with the AFA Bylaws, their seats are vacated; the Council must vote to approve the retention of their seats. (See Section 6 of the [AFA Bylaws](#).)
- One of those Councilors has decided to vacate his Council seat, and we are still not sure of the intentions of the second [adjunct] Councilor. Until we can confirm his intentions, we would like to delay the decision until the next Council meeting, on February 10.
- Terry Ehret expressed concern over delaying the decision because there will be one less adjunct Council vote until a decision is made. She would like to ensure full adjunct representation on the Council. Sean agreed with this concern and assured the Council that we would not put the matter off any longer than necessary. He asked the Council if there was any objection to this; no objections were raised.
- Sean added that AFA will advertise for the contract Councilor vacancy as soon as possible and notify the Council once communication is made with the adjunct Councilor.

### 2. AFA Appointee to Teaching Fellowship Program Steering Committee: Spring 2016

- The Teaching Fellowship Program Steering Committee is one of the appointments "by position" for the AFA President. Julie served on this committee for the three years she was president and also this fall with Karen Frindell Teuscher's consent. She would like to continue as the AFA appointee on the committee, and Sean is in agreement with the arrangement. Julie explained to the Council the workload involved in the appointment and the importance of having an AFA person to ensure that faculty member interests are represented.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (14 in favor, 0 opposed, 0 abstentions).

### 3. Reassigned Time for AFA Appointee to Teaching Fellowship Program Steering Committee: Spring 2016

- Continued from the discussion above, Sean explained that we are proposing that the AFA appointee to this committee be compensated 5 percent reassigned time.
- There was a discussion about the cost of 5 percent reassigned time and the budget ramifications. A clarification was made that this reassigned time is for Spring 2016 only but that the annual workload of serving on this committee is slightly more than 5 percent for both fall and spring.
- A motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (14 in favor, 0 opposed, 0 abstentions).

## ACTION ITEMS

### 1. AFA PAC Co-Sponsorship of FACCC Honoree Controller Betty Yee

- Sean explained that FACCC has asked AFA if we are willing to contribute to their annual honoree. AFA gave \$750 to last year's honoree. Yee sits on the CalSTRS board and has a good record of support for faculty issues (see <http://bettyyee.com/>).
- Deirdre Frontczak added that AFA's support as a FACCC contract member is important to FACCC's credibility with the legislature.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to contribute \$750 from our Political Action Committee (PAC) fund to FACCC Honoree Controller Betty Yee (15 in favor, 0 opposed, 0 abstentions).

### 2. Approve Forensic Accountant Phase I Report/Payment

- Sean explained that we have received the report from our forensic accountant, and that report is in today's meeting packet. The question before the Council is whether payment for the report is

authorized. The accountant has offered to meet with the Cabinet or Council to answer any questions they might have. He is also amenable to any clarifications we would like him to make in the report.

- Julie explained that we have several options—we could vote to approve the payment for the report today, or we could have a provisional approval.
  - Several Councilors asked whether the accountant could come to an Executive Council meeting to explain his report and answer questions. Julie explained that if the discussion veers into negotiations content, there would be confidentiality issues with putting him on a Council agenda; however we could have him speak during Closed Session or have a special Cabinet Meeting that is open to the Council.
  - There being no further discussion, a motion was made to approve payment for the Phase I Report with the understanding that the accountant will appear before the Council in order to answer questions (15 in favor, 0 opposed, 0 abstentions).
3. **AFA Appointee to Teaching Fellowship Program Steering Committee: Spring 2016**
- This item was moved from a Discussion Item.
  - There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to appoint Julie Thompson as the AFA Appointee to the Teaching Fellowship Program Steering Committee for Spring 2016 (14 in favor, 0 opposed, 0 abstentions).
4. **Reassigned Time for AFA Appointee to Teaching Fellowship Program Steering Committee: Spring 2016**
- This item was moved from a Discussion Item.
  - There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to authorize 5 percent reassigned time for the AFA Appointee to the Teaching Fellowship Program Steering Committee for Spring 2016 (14 in favor, 0 opposed, 0 abstentions).

#### PRESENTATIONS

1. **Budget Update: Salary Schedule Development 101, Part 4** (*Mark Ferguson, AFA Negotiations Team Member & Data Analyst*)
- This presentation was postponed due to time constraints.

#### OTHER REPORTS

1. **President's Report.** None
2. **Treasurer's Report: November & December 2015.** Michelle Van Aalst reported as follows:
  - The *Conference and Travel Expense* includes attendance at the fall California Community College Independents (CCCI) Conference.
  - The *Events* expense includes the AFA Fall Retreat and December Board of Trustees dinner.
  - The *PAC* expense was for the Secretary of State Annual Fee to maintain a PAC account.

The meeting was adjourned at 5:10 p.m.

Minutes submitted by Carol Valencia.