

SPECIAL EXECUTIVE COUNCIL MEETING MINUTES

May 16, 2016

(Approved by Executive Council on August 31, 2016)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	Jeanette Ben Farhat	*Robert Jackson	*Karen Stanley
*Debbie Albers	*Shawn Brumbaugh	*Molly Matheson	*Michelle Van Aalst
*Filomena Avila	*Terry Ehret	*MJ Papa	*Albert Yu
*Denise Beeson	*Deirdre Frontczak	*Terry Mulcaire	<i>Adjunct Vacancy</i>
*Paulette Bell	*Michelle Hughes Markovics	Margaret Pennington	

Negotiators/Appointed Positions present: Will, Baty, Marc Bojanowski, Ted Crowell, Mark Ferguson, Julie Thompson, Warren Ruud

Staff members present: Candy Shell, Carol Valencia, Braiden Gugel

Santa Rosa faculty members present: Paula Burks, Phyllis Usina

Petaluma faculty members present: Joe Fassler, Sami Lange, Nikona Mulkovich, Eve-Marie Miller

The meeting was called to order at 3:05 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus with videoconferencing to Mahoney Library, Room PC#726, on the Petaluma campus.

CLOSED SESSION REPORTS

1. **Negotiations 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 Ehret suggested a topic for discussion by the Council in the fall: how we can provide guidance and help for adjuncts who receive "needs improvement" evaluations.
2. Nikona Mulkovich asked the Council to consider a future topic: changing the title of faculty members from "instructor" to "professor."
3. Nikona thanked the Council for the opportunity to serve on the PGI committee. She has been impressed with our hardworking faculty members but believes that the awarding of PGI credit is very uneven. She would like to see a revision of the article ([Article 21](#)) or its elimination completely so that there is an automatic mechanism for faculty members beyond the 16th step on the salary schedule to receive a pay raise. Sean thanked Nikona for all her hard work on this committee.

OTHER REPORTS

1. **President's Report.** Sean reported as follows:

- We have several people who are leaving AFA or retiring from the College, and we would like to recognize them:
 - We thank MJ Papa for her service on the Council. She will be starting as a tenure-track faculty member beginning in the fall.

- Ted Crowell is stepping down as a member of the Negotiations Team. We thank him for his many years of service to AFA as both a Councilor and Negotiator.
- Mark Ferguson is the outgoing Conciliation Grievance Officer. He has been very reliable and effective, and we know he has helped many faculty members this year.
- Candy Shell is retiring from her 11-year tenure as an AFA staff member. She has served the Council and many faculty members over the years. We will miss her experience, knowledge and grace in handling so many situations. The Council thanked Candy for her service to AFA.

The meeting was adjourned at 4:20 p.m.

Minutes submitted by Carol Valencia.