

## EXECUTIVE COUNCIL MEETING MINUTES

October 14, 2015

(Approved by Executive Council on October 28, 2015)

Executive Councilors present (noted by \*):

*Karen Frindell Teuscher, <i>presiding</i>	*Molly Matheson	*MJ Papa
Filomena Avila	*Terry Ehret	*Margaret Pennington
*Paulette Bell	*Deirdre Frontczak	*Karen Stanley
*Denise Beeson	*Andre LaRue	*Julie Thompson
Shawn Brumbaugh	*Michelle Hughes Markovics	*Michelle Van Aalst
	Dwayne Mulder	

Officers/Negotiators/Appointed Positions present: Ted Crowell, Mark Ferguson

Staff members present: Candy Shell, Carol Valencia

Faculty members present: Erin Sullivan, Breck Withers

The meeting was called to order at 3:09 p.m. in Mahoney Library, 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.
3. **DTREC Report.** This report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:01 p.m.

### OPEN SESSION

Open Session reconvened at 4:05 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Crisis Intervention.** Bud Metzger asked what resources are available for faculty members who identify a student who might be a potential safety risk. Karen identified Patie Wegman, Dean of Student Conduct, and the Crisis Intervention Resource Team (CIRT) as resources in such situations. Other Councilors brought up the need to communicate to faculty members about the resources available to them. (See <https://www.santarosa.edu/cirt/>.)
2. **Pay Parity.** Paulette Bell followed up her previous Member Concern regarding pay parity between adjunct and contract faculty members. She read an excerpt from a prior AFA Dialogue piece "Equal Pay for Equal Work" (see: <http://santarosa.edu/afa/1213/Publications/Dialog/130423.html>). She would like AFA to keep this issue on the radar. Karen added that a positive sign is that the California Community Colleges Board of Governors included a request for the restoration of all categorical funding in their 2016-17 System Budget Request (see: [http://extranet.cccco.edu/Portals/1/ExecutiveOffice/Board/2015\\_agendas/July/3.2-2016-17-Budget-Request.pdf](http://extranet.cccco.edu/Portals/1/ExecutiveOffice/Board/2015_agendas/July/3.2-2016-17-Budget-Request.pdf)).
3. **Family Leave and Professional Growth Increments.** Michelle Hughes Markovics brought up faculty concerns regarding the inadequacy of our Family Leave and PGI programs. These faculty members would like AFA to work to improve both programs to the benefit of faculty.

4. CDCP Funding Update. Margaret Pennington revisited her request from the last Executive Council meeting for an update on the new State CDCP funding. Karen responded that Mark Ferguson is giving an update during his scheduled presentation at today's meeting.
5. Lecture/Lab Pay Equity. Breck Withers stated that lecture/lab equity should be a given, and AFA, rather than the Academic Senate, should make such decisions. Julie explained that there is a process wherein AFA and the District negotiate an item which then goes to a Senate-District task force for assessment based on pedagogical principles when the item is also in the purview of the Senate. In this case, lab instruction versus lecture instruction has pedagogical implications, and these are included in the Senate's list of college issues to which they have legal rights to establish policies, known as the "10+1." Karen added that as part of the Senate's study, the committee has recommended full lab/lecture equity for all departments except one. She also stated that AFA will follow up with the Senate to see where they are in the process.
6. Hourly Assignment Transparency. Denise Beeson stated that she would like to see more transparency in making hourly assignments. Some adjunct faculty members are being dictated what they will teach in a "take it or leave it" manner whether or not they have current experience in the subject. There should be preliminary discussions with faculty members that would allow department chairs to get input from them before making assignments. Karen explained that department preference forms are not required by the Contract and that the District has the "right of assignment." Faculty members have a right to load but not a right to specific assignments.

### MINUTES

Margaret Pennington brought up one correction to the Sept. 23 minutes. She explained that in Karen's response to her Member Concern what was said was that "we will have an update on it [CDCP funding] by Mark." With the correction noted above, by unanimous voice vote, the Council approved a motion made and seconded to approve the minutes from the September 23, 2015 Executive Council meeting (15 in favor, 0 opposed, 0 abstentions).

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

### PRESENTATION

**Budget Update: Salary Schedule Development 101, Part 1** (*Mark Ferguson, AFA Negotiations Team Member & Data Analyst*)

- Mark explained that this is one in a series of presentations with the goal of educating the Council and our members about various aspects of the Contract.
- In looking at [Article 26: Salary Schedule Development](#), the presentation will start with the contract salary schedule because the hourly schedules are linked to it. He added that some of the budget information that faculty members have been receiving from Sacramento applies to those colleges that do not have "linked" salary schedules.
- Information titled "CDCP-Related Funding" was projected for the Council. In this document, the State budget and SRJC's budget from last year, this year and next year are compared.
- The \$49.5 million line item in the State budget was not "categorical"—that is, it was sent to Districts without being earmarked for a specific purpose.
- The \$49.5 million line item includes a paragraph below it (called "intent language") that justifies why the State would want to give this extra money to Districts to help improve the equalization rate of non-credit instruction. The legislature uses intent language to describe how it intends Districts to spend the money.
- SRJC's portion of the \$49.5 is \$823,000, but you will not find this figure in the SRJC 2015-16 Budget Book because it is embedded in the Unrestricted General Fund (for both revenues and expenditures). It is not earmarked for CDCP.
- The \$823,000 can be used for faculty salaries (which increased a total of \$1.25 million this year for SRJC faculty) or any other purpose in the College's general fund.
- This money (along with all the other general fund money) is included in the total pot of money that AFA negotiates for, to benefit our members.
- Further, in looking forward to the California Community Colleges Board of Governors 2016-17 System Budget Request (see Member Concern #2, above), there is no request for a change in the non-credit funding rate for next year.

- There was a discussion about what faculty members can do at the local level to put pressure on the District to follow the intent language for this funding with the suggestion that faculty members make public comments at Board meetings.

### DISCUSSION ITEMS

#### 1. **CCCI Political Advocate Shared Fee Structure**

Karen explained that this Discussion Item is about AFA's contribution to fund David Balla-Hawkins' lobbying work. We currently pay \$7,000/year toward this end. A new model was discussed at the last CCCI Conference in Spring 2015 whereby the contribution rate is determined by the size of the school. There was a discussion about the rationale behind the amount of the total \$7,000 that is allocated to our Political Action Committee fund.

### OTHER REPORTS

#### 1. **President's Report.** Karen Frindell Teuscher reported as follows:

- We have appointed Chemistry faculty member Joe Fassler as the AFA representative to the hiring committee for the facilities master planner.
- Our Fall Retreat will be Sunday, Oct. 25, at Warren Ruud's home. There will be an optional hike before the retreat at 9:00 a.m. for those who are interested. We are also paying our customary usage fee to the Ruuds for the use of their home.
- FACCC is coming to the Cabinet and Executive Council meetings on Oct. 28. We told them we are committed to maintaining our contract member status but are interested in renegotiating our dues structure.
- The FACCC Part-Time Symposium will be held on Sat., Nov. 7, in Oakland. AFA can pay the registration fee and carpool mileage for any adjunct Councilors who would like to attend. Deirdre Frontczak is the contact person for interested Councilors.
- Nominations for the Vice President for Santa Rosa position for Spring 2016 are open until we vote on Oct. 28. MJ Papa was nominated.
- We would like to experiment with a change to the room set-up for our Santa Rosa Executive Council meetings to make the room more conducive to Council discussion.
- It has come to our attention that the DTREC SharePoint site has language that is in conflict with the Contract regarding the AFA representatives to the committee. She will take forward a request to make a change at the next College Council meeting.

#### 2. **Treasurer's Report.** Michelle Van Aalst reported as follows:

Given the discussion at our last Council meeting, please note the amount of our projected FACCC dues for this budget year—that figure is \$75,500. Any money we can save by reducing this budget line item would allow more Councilors to attend conferences and other valuable events. Karen and Julie will talk with the other FACCC contract schools about FACCC dues when they attend the CCCI Conference next week.

The meeting was adjourned at 5:03 p.m.

Minutes submitted by Carol Valencia.