

## EXECUTIVE COUNCIL MEETING MINUTES

October 28, 2015

(Approved by Executive Council on November 18, 2015)

Executive Councilors present (noted by \*):

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

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

Staff members present: Candy Shell, Carol Valencia

Faculty members present: Abby Bogomolny

The meeting was called to order at 3:01 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 4:00 p.m.

### OPEN SESSION

Open Session reconvened at 4:07 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Conference Travel Reimbursement.** Karen reported a concern from a faculty member about a denial of travel reimbursement to attend a professional consortium conference. Julie added that other colleges have reported that they negotiated travel/conference money in their professional development articles and that personal days can be used for conference (and other) travel.
2. **Parental Leave.** Michelle Hughes Markovics communicated a faculty concern about the fact that full-time faculty members do not have paid parental leave under the current Contract—please negotiate this for us.
3. **College Service Hours.** Michelle Hughes Markovics read an email from a faculty member about the disproportionate amount of time spent completing peripheral tasks not related to his/her teaching—significantly more than the required College service.

### 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 14, 2015 Executive Council meeting as submitted (14 in favor, 0 opposed, 0 abstentions).

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

## DISCUSSION ITEMS

### 1. **Resolution in Support of Accreditation Task Force's Report**

- Karen explained that a task force was commissioned by the California Community College Chancellor's office to write a report about accreditation of the CCCs and the system's accreditation needs (see [Accreditation Task Force Report](#)). We were asked at the CCCI Conference last week to consider passing a Resolution in support of the Report. Julie drafted a Resolution [projected for the Council]. If we pass such a Resolution, we would send it to the Chancellor's office in support of the task force's work and conclusions. Karen asked the Council if they were generally in support of a Resolution. The response of the Council was affirmative.
- The Council reviewed the draft Resolution. There was a discussion about changing some of the subjective wording to objective findings referenced in the Report. There was a discussion about the content of the last two "be it resolved" statements.
- Julie will fine-tune the Resolution based on the input above, and Karen will send out the draft via email for Council approval.

## ACTION ITEMS

### 1. **Appointment of Replacement for AFA VP for Santa Rosa for Spring 2016**

Karen explained that we have two nominees for this one-semester appointment. She called for further nominations. There being none, paper ballots were issued to the Council and counted by Michelle Hughes Markovics, Paulette Bell and Candy Shell. Terry Mulcaire received a majority of the votes and will be appointed as the Vice President for Santa Rosa for Spring 2016.

### 2. **Appointment of Replacement for DTREC Co-Chair for Spring 2016**

Karen explained that we have one nominee for this one-semester appointment. She called for further nominations. There being none, a motion was made, seconded and approved by unanimous voice vote to appoint Warren Ruud as DTREC Co-Chair for Spring 2016 (14 in favor, 0 opposed, 0 abstentions).

## PRESENTATIONS

### 1. **Budget Update: Salary Schedule Development 101, Part 2** (*Mark Ferguson, AFA Negotiations Team Member & Data Analyst*)

- This presentation is a continuation of the one made at the Oct. 14 Executive Council meeting.
- Mark explained that today we will start with the basics—the Contract Salary Schedule. [Article 26: Salary Schedule Development](#) was projected for the Council.
- There are four columns (A, B, C & D) on the Contract Salary Schedule, and it is constructed using Column C, Steps 1, 16 & PGI 28 as benchmarks.
- Article 26.02.A requires a yearly salary study of all California Community Colleges (CCCs). Using the data from the study, Column C, Steps 1, 16 & PGI 28 are set as the 10<sup>th</sup>-ranked salaries.
- Next, using linear interpolation, the rest of Column C is created: ordered pairs of the step number and salary figure for that step are graphed; the slope of the line is used to find all the other salary figures for Column C. The line for the PGI steps has a smaller slope because it takes longer to go through those steps.
- Once Column C is determined, a formula is used to calculate the other columns:
  - Column C is 6% higher than Column B
  - Column B is 6% higher than Column A
  - Column D is 2% higher than Column C
- At our next presentation, we will see how all the other hourly salary schedules are constructed using the Contract Salary Schedule and how the hourly and contract faculty schedules are directly linked.

### 2. **FACCC Legislative Report** (*Jonathan Lightman, Executive Director of Faculty Association of California Community Colleges*)

- Jonathan thanked the Council for the invitation and explained that it's a privilege to have a relationship with AFA. He introduced FACCC colleagues Evan Hawkins (Director of Political and Member Outreach) and Lidia Stoian (Director of Program and Development).
- [Accreditation Update:](#)

- In September 2015, FACCC sent a third-party comments support letter to the U.S. Department of Education, addressing its many concerns about ACCJC.
- These third-party comments will be reviewed in December when the National Advisory Committee on Institutional Quality & Integrity (NACIQI) (an advisory committee to the Department of Education) will conduct a hearing on ACCJC. NACIQI has been looking at ACCJC in a compressed manner because of the many complaints.
- FACCC also sponsored Assembly Bill 404 that requires the Chancellor to survey all the California Community College (CCC) "stakeholders" regarding their experiences with ACCJC. This survey will be used to give NACIQI input for the hearing (see [AB 404](#)).
- Assembly Bills 1385 & 1397 (sponsored by the California Federation of Teachers (CFT)) did not pass because they were caught up in the Accreditation Task Force Report. FACCC didn't make that mistake with AB 404, and it enjoyed bipartisan support (see [AB 1385](#) & [AB 1397](#)).
- Other Legislation:
  - Assembly Bill 288 regarding concurrent enrollment was signed into law. It requires CCCs and K-12 districts to enter into joint agreements (see [AB 288](#)).
  - Assembly Bill 1010 (sponsored by CTA & CFT) regarding seniority and evaluations for adjunct faculty did not pass (see [AB 1010](#)).
  - The Governor vetoed Senate Bill 42. It created a "superagency" to trump CCC shared governance (see [SB 42](#)).
  - Assembly Bill 573 was also vetoed. This bill provided financial benefits for former Corinthian College students (see [AB 573](#)).
- Looking forward to the next legislative session:
  - FACCC will continue with its same priorities of advocating for full-time and part-time faculty.
  - There are several November ballot measures being reviewed.
  - Campus Safety: this topic is very broad and covers many things. FACCC will be addressing this topic but will need to focus its efforts. One thing that FACCC is beginning to research is a bill that would emphasize the provision of mental health services on CCC campuses. The latest issue of *FACCCTS* includes an article on this topic.
  - FACCC will pursue paid office hours for part-time faculty.
  - The 2016-17 Chancellor's Budget Request Summary is in your packet.
  - Regarding the expiration of Proposition 30, there are two current initiatives (sponsored by CTA & SEIU)—they would have a greater chance of success if combined into one bill.
  - On the horizon is another initiative attacking public pensions.
- Jonathan showed a video promoting the FACCC Advocacy and Policy Conference (Feb. 28-29). This conference is in its 8<sup>th</sup> year. The goal is to educate attendees on the issues and then provide them with the opportunity to meet with their legislators. This year's main speaker, Pedro Noguera, will address the impact of economic and social factors on education. FACCC will also honor legislators for their voting records and have a special PAC honoree (see <http://www.faccc.org/event/ap2016/>).
- There is also an upcoming FACCC Part-time Symposium, on Nov. 7, in Oakland (see <http://www.faccc.org/event/part-time-faculty-symposium/>).
- Jonathan closed by stating that there are significant challenges ahead with organized opposition to public education and public pensions. FACCC began in 1953 with one person speaking out, and it now has 11,000 members.

## OTHER REPORTS

### 1. **President's Report.**

This report was postponed due to time constraints.

The meeting was adjourned at 5:21 p.m.

Minutes submitted by Carol Valencia.