

GENERAL MEMBERSHIP MEETING MINUTES

May 23, 2018

(Approved by Executive Council on August 29, 2018)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, <i>presiding</i>	Dianne Davis	*Bud Metzger	Dawn Urista
*Filomena Avila	Claire Drucker	Margaret Pennington	*Michelle Van Aalst
*Paulette Bell	*Robert Jackson	*Karen Stanley	*Sarah Whyllly
*Shawn Brumbaugh	*Sean Martin	Mike Starkey	Albert Yu
*Ted Crowell	Molly Matheson	*Erin Sullivan	

Negotiators/Appointed Positions present: Mark Ferguson, Steven Kessler, Warren Ruud, Julie Thompson

Staff members present: Carol Valencia

The meeting was called to order at 3:35 p.m. in Doyle #4246, on the Santa Rosa campus.

1. **Negotiations Update.** Julie reported on the following items:

- The two teams have met four times since May 11. We were required to sign a confidentiality agreement so we will do our best to give you some information without violating the agreement.
- The teams are working together collaboratively, and there is a different tone in the room. The sessions have included many team caucuses, and both teams have moved in their positions.
- Our team is hopeful and encouraged. We have been creative in coming up with ideas that will be fair-minded but still benefit faculty.
- We are still at impasse and have the same rules as those used during our mediation sessions (confidentiality, allowance for "regressive offers" in order to break log-jams, etc.).
- Both teams have attorneys in the room. The District's attorney is learning who we are as a team and also about SRJC faculty.
- In the past, the District team damaged the negotiations process. It will be a long time before we are totally beyond that. We still do not know what their new team will be like. The Board has also been listening to one side of the story for many years. Time will tell if they are able to see a different perspective and change their views. There is progress in that we feel we are finally being "heard," and their proposals reflect that they are listening and understanding.
- We have an agreement on a new Article 23 (Due Process & Discipline). This article has been a long time coming with many stops, starts and obstacles. Both sides have signed off on it, and we are just waiting to fold it into a Tentative Agreement. As part of that draft, the District is required to provide information to faculty members at the beginning of a discipline action on their rights and the process that will be followed. Adjuncts also have rights that go beyond those in law. There is also a section that defines "due process," "cause" and "discipline."
- The teams have also agreed to extend the current Extended Lecture program for another year to give us time to negotiate it before the Fall 2019 schedule. (See http://www.afa-srjc.org/Contract/MOU/mou_art32_extended-lecture-extension.pdf .)
- We are close to signing an MOU about compensation for any Guided Pathways and AB 705 work that is done over the summer. This will avoid direct-dealing and the temptation for faculty members to do uncompensated work. (See http://www.afa-srjc.org/Contract/MOU/mou_AB705-GP_Su18_work.pdf .)

- We have agreed to attend additional negotiations meetings over the summer if we can get all the players together. If we do not have an agreement before the first fall paychecks, Rank 10 will still be in place. For 2018-19, that will be an average increase of 3.8 percent.
- There was a discussion about the new State funding formula for community colleges. Please contact your legislators to voice your opposition to this proposal. There will also be an advocacy day in Sacramento on May 30.
- The District is proposing a 9 percent cut to the schedule for next spring in order to "right-size" the schedule. Part of our work these last two weeks was looking at enrollment reports in detail. The District needs to get hold of their schedule. Until they do that, we cannot even talk about what the finances will be going forward.
- Karen added that the President's Consultation Council is keeping up the pressure on the idea of an independent audit.
- Sean clarified that there is no deficit. There is only a *projected deficit* for next year. They have a budget management problem. Faculty costs are not increasing and causing undue pressure on the budget.
- Sarah Whyly read the newly adopted Student Resolution in support of faculty.

The meeting was adjourned at 4:45 p.m.

Minutes submitted by Carol Valencia.