

## GENERAL MEMBERSHIP MEETING MINUTES

August 30, 2017

(Approved by Executive Council on September 13, 2017)

Executive Councilors present (noted by \*):

*Karen Frindell Teuscher, <i>presiding</i>	*Ted Crowell	*Molly Matheson	*Mike Starkey
*Filomena Avila	*Dianne Davis	*Bud Metzger	*Michelle Van Aalst
Denise Beeson	*Deirdre Frontczak	*Terry Mulcaire	Albert Yu
*Paulette Bell	*Robert Jackson	Margaret Pennington	<i>Adjunct Vacancy</i>
*Shawn Brumbaugh	*Sean Martin	*Karen Stanley	

Negotiators/Appointed Positions present: Warren Ruud, Julie Thompson

Staff members present: Carol Valencia

Faculty members present: 15 faculty members present (14 in Santa Rosa; 1 in Petaluma)

The meeting was called to order at 3:03 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus, with video-conferencing to Room #PC632, on the Petaluma Campus.

1. **Negotiations Update.** Julie summarized the current state of negotiations with the District to the Council and guests:

- The AFA/District contract expired on June 30, so we are now working without a contract. Provisions of the 2014-17 Contract is in effect, with some exceptions.
- The Rank 10 formula found in Article [26.02](#), along with the linked hourly schedules, will roll. The new schedules will be reflected in the August 31 (contract) and Sept. 10 (hourly) paychecks.
  - Q: What does the District want instead of Rank 10?
  - A: They have proposed a model that would give the District all power over the amount available for raises, and we can never agree to that.
- The new salary schedules are on our website. We are still waiting for the District to review and, if needed, adjust the final numbers, in accordance with our normal practice.
- Things that do not roll are contract provisions that have an expiration date, like the extra evaluators pilot in *Art. 14B: Adjunct Faculty Evaluations* (see Art. [14B.21.H](#)). Although this portion of the Contract has expired, faculty members are not required to do an unlimited number of evaluations. Please note that:
  - College Service & Professional Development for contract faculty is only 5 hours/week.
  - Article 17: Job Descriptions, specifies the District and Department service that contract faculty members are required to perform, and the contractually defined hours for that service provide natural limits that protect against having to perform an endless number of evaluations.
  - Faculty should test any edicts coming from administrators against the language of the Contract.
- Our first negotiations session with the District is this Friday. This semester's priorities will include:
  - Implementation details for the *Article 14B/16* unsatisfactory evaluation rating [MOU](#). We are close to posting the new evaluation forms so they can be used this semester.
  - An *Art. 7: Definitions* overhaul.
  - Completing the negotiation of an "X-Factor" for extra chair/coordinator duties for *Article 13: Chairs & Coordinators*.
  - Continuation of the drafting of *Art. 23: Due Process*.

- Working with the District on the implementation of *Art. 27: Salary Placement* for certain occupational fields. We believe the Human Resources Department has been shorting some faculty members on their work experience credit.
- Clarifying the role of DTREC in *Article 30: Tenure Review* with ripples to *Articles 7, 14A & 14B*.
- Addressing discontent among new faculty with the orientation program and working on alternatives (*Article 30*).
- Continuing to discuss the Distance Education approval process for online courses in *Article 32*. We want to make sure that departments and the faculty play their appropriate role in determining which courses are appropriate for online instruction, and approving curriculum and pedagogy of online classes.
  - Q: What about the issue of Canvas and SRJC IT personnel going into instructors' Canvas courses without their knowledge or permission?
  - A: Our understanding is that college-by-college decisions can be made for whether Canvas personnel are allowed to go into courses. We would also like to look into whether we can require that "footprints" are visible whenever anyone other than the faculty member and students has gone into an online course.
- Negotiating reassigned time for learning community faculty (*Article 32*).
  - Q: How should we handle this in the meantime when making assignments?
  - A: The District has been bypassing negotiations and "direct-dealing" on this for several years now. They have also been making decisions over the summer when faculty are away and unaware. Our attorney has written them letters about the prohibition against these practices. We will keep working on it. If the District wants the work done, they need to pay faculty to do it. Otherwise, the faculty needs to say, "no."
- Completing the negotiation of exchange time for DRD faculty (*Article 32*).
- Investigating possible changes to the AMBP. The probationary period for eligibility for the program is not in the Contract, so it might be relatively easy to change. The number of participating faculty has been decreasing, perhaps due to the Affordable Care Act. We will be conducting a study to try to predict the number of additional AMBP participants we might have if we were to shorten the eligibility period while still making the program sustainable. We also want to work with our state legislators to effect greater funding for the program.
  - Q: Why is it that adjuncts are the only employees at the college who have to pay for their health benefits?
  - A: By law (in Ed Code), adjuncts are temporary employees who are "hired" on the first day of the semester and are "no longer an employee" at the end of their assignment. The District (and the law) looks at them fundamentally differently than full time faculty, administrators, and classified employees, who are all considered "permanent" employees. We may not agree with this perspective, but the District has a strong financial interest in maintaining it.
  - Comment: AFA will fight this model of contingent employees, but it will be an uphill battle with the District.
  - Comment: The legal status of adjuncts is scandalous. The District has a strong interest in continuing their exploitation and working to limit their rights as much as possible. AFA wants to fight this because it's not right.

Meeting adjourned at 5:10 pm.

Minutes submitted by Carol Valencia.