

## EXECUTIVE COUNCIL MEETING MINUTES

September 13, 2017

(Approved by Executive Council on September 27, 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: Marc Bojanowski, Steven Kessler, Corinna McClure, Tatjana Omrcen, Sarah Whyly

The meeting was called to order at 3:08 p.m. in Bertolini Student Center, Room 4731, 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.
3. **Cabinet Report.** This report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:01 p.m.

### OPEN SESSION

Open Session reconvened at 4:07 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Paulette Bell raised several concerns:
  - An adjunct teaching in a new non-credit program questioned the District's designation of the course as a "short course" when she is teaching 4 days/week for the entire semester.
  - Paulette is concerned about age discrimination claims against the District. If circumstantial evidence of discrimination cannot be used, it is very difficult to get other evidence.
  - Paulette inquired about the Council's method of handling member concerns. It appears that some are answered at the time they are raised and others are not. She asked if AFA could get responses out to the membership on a regular basis. Karen responded that perhaps the Council could review the concerns several times per semester and communicate answers for those that are unresolved.
2. Mike Starkey raised a concern about the ability of CTE faculty to move up through the columns on the salary schedules. For CTE faculty, because a master's degree is often not part of the minimum qualifications for Class A, it's a big jump in education to go from Class A to Class B (see [Art. 27.01.C](#)). He believes that this is unfair and places an undue burden on CTE faculty. Karen agreed that this Article 27 provision is unfair to CTE faculty. She explained that the AFA negotiations team has addressed this in negotiations in the past and would like to address it again. Julie added that this is

an instance where it might have been possible to use some of the grant money that the District has procured to address this inequity in the salary schedules.

## 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 August 30, 2017 Executive Council and General Membership meetings as submitted (14 in favor, 0 opposed, 0 abstentions).

(Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml> .)

## DISCUSSION ITEMS

### 1. Added Discussion Item: CCCI Conference Extra Attendees

- Karen explained that the AFA Professional Conference Attendance policy states that we will send up to four people to the Fall & Spring CCCI Conferences and the FACCC Advocacy Conference (see [Professional Conference Attendance Policy](#)). However, we often do not have people who want to attend the FACCC conference. She would like to discuss changing the policy so that we can send up to six people to the CCCI conferences and eliminate the FACCC conference attendance. She asked for discussion. Several Councilors expressed their support of the value of attending the CCCI conferences.
- A motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (14 in favor, 0 opposed, 0 abstentions).

### 2. Shop Steward/Department Liaison Training, Session 1

- Karen projected a handout for the Council and guests. She also explained that we have several vacancies for department liaisons due to people moving off the Council. Please let staff know if you can fill any of the vacancies.
- The handout includes a link to a union training manual which has a lot of useful information.
- The three main roles of department liaisons are: communication (hear and share); education (faculty rights and resources); and organization (increase membership, involvement, unity, action). Sean Martin added that as part of "education," we should include what your membership does and doesn't do for you.
- Karen presented a proposed action plan for liaisons:
  - Contact the department chair
  - Ask to visit a department meeting
  - At a department meeting, explain the roles above and make yourself available for further contact.
- Please try to make contact with your assigned departments before the next Council meeting so that liaisons can report back on progress and questions.
- It was also suggested that a FAQ from the department meetings be prepared in order for liaisons to take back information to their assigned departments.

### 3. Faculty Survey Results

- Karen projected a summary of the results of the contract and adjunct surveys recently sent to all AFA members.
- She explained that we would like to dig deeper and discuss the results at future Council meetings and the Fall Retreat.
- We will be sending out a short communication to the faculty as soon as possible while we continue to review and analyze the results.

## ACTION ITEMS

### 1. CCCI Conference Additional Attendees

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to change the AFA Conference Attendance Policy for 2017-18 to send up to six people to the Fall & Spring CCCI Conferences and eliminate attendees to the FACCC Advocacy Conference (14 in favor, 0 opposed, 0 abstentions).

### 2. Executive Council Vacancies

- Regarding the adjunct vacancy on the Council effective Fall 2017, Karen explained that we have received one nomination. It is our normal practice to appoint candidates when there is not a contested election. There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to appoint Sarah Whyly, adjunct faculty member in the Humanities and Computer Studies departments, to the Council for the remainder of the 2017-2019 term (11 in favor, 0 opposed, 0 abstentions).
- Regarding the one-semester contract vacancy on the Council effective Spring 2018, Karen explained that we have received one nomination. It is our normal practice to appoint candidates when there is not a contested election. There being no further discussion, a motion was made, seconded and approved by unanimous voice vote to appoint Erin Sullivan, contract faculty member in the Behavioral Sciences department, to the Council for the Spring 2018 semester (11 in favor, 0 opposed, 0 abstentions).

### **3. Negotiations Team Vacancy [Adjunct]**

- Karen explained that nominations for this vacancy were opened at our last Council meeting. We have received one nomination (Robert Jackson). Warren Ruud was nominated for the vacancy. Robert Jackson withdrew his nomination in deference to Warren's experience on the negotiations team.
- A motion was made, seconded and approved by unanimous voice vote to appoint Warren Ruud to the negotiations team for the remainder of 2017-18 (11 in favor, 0 opposed, 0 abstentions).

### **4. Publications Coordinator Vacancy**

- Karen explained that nominations for this vacancy were opened at our last Council meeting. We have received one nomination (Sarah Whyly). There were no further nominations.
- A motion was made, seconded and approved by unanimous voice vote to appoint Sarah Whyly as Publications Coordinator for the remainder of 2017-18 (11 in favor, 0 opposed, 0 abstentions).

## **OTHER REPORTS**

### **1. President's Report.** None

The meeting was adjourned at 4:57 p.m.

Minutes submitted by Carol Valencia.