



santa rosa junior college
All Faculty Association

*AFA is working for you.
The strength of faculty working together.*

EXECUTIVE COUNCIL MEETING MINUTES

March 13, 2019

(Approved by Executive Council on March 27, 2019)

Executive Councilors present (noted by *):

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

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

Staff members present: Carol Valencia

The meeting was called to order at 3:09 p.m. in Lark #2004, 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 4:02 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Minutes regarding Scheduling Preference Forms**. Paulette Bell brought forward a question from a faculty member who raised a previous concern about a department not honoring the courses requested on the schedule preference form. In the Minutes, Karen's response to the concern was that preference forms are "optional," but they are not optional in this department. Karen clarified that she meant that preference forms are optional for departments to use—they are not required in the AFA Contract. The Contract requires a "query" to which faculty members must respond if they want an assignment for the term (see Art. 16.02.B.6). Some departments combine the query with the preference form. Departments do not have to honor the preferences stated, but must make an offer of established load if the faculty member responds that they want an assignment on the query or preference form.
2. **Adjunct Faculty as Senate President**. Paulette reported that it was requested at the last Senate meeting that AFA respond with any contractual reason why an adjunct faculty member would not be allowed to serve as Academic President.
3. **Health Services for Faculty Members**. Paulette explained that several years ago she was hit by a bicycle on campus and went to the campus Health Center for treatment. At that time, she was told she could not be treated because she was not a student. She requested that AFA look into the possibility of allowing faculty members who do not have health insurance to pay a fee in order to receive the Health Center services.

4. Shared Governance Survey. Filomena Avila explained that the Shared Governance Work Group has distributed a survey regarding committees and committee participation. She asked for help in encouraging faculty members to complete the survey so that the group can move forward in its task of eliminating unnecessary or duplicative committees.
5. AFA Confidentiality Policy Process. Margaret Pennington requested that a prior breach of confidentiality matter be placed on the next agenda as a closed session item in accordance with step number 5 of the Confidentiality Process (see <http://www.afa-srjc.org/Policies/confidentiality.pdf>).

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the February 27, 2019 Executive Council meeting as submitted (17 in favor, 0 opposed, 0 abstentions).

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

DISCUSSION ITEMS

1. **Fall 2019 Reassigned Time Request**

- Karen projected the reassigned time request for AFA Officers and other positions. She explained that the reassigned time allocations are the same as this semester, but the bottom line cost is significantly lower because of the extra 100 percent reassigned time the District is providing to AFA.
- This item will be on the next agenda as an Action Item.

2. **Review of Academic Calendar Options for 2020-21**

- Karen projected the two academic calendar options created by the calendar committee for the Council and guests and explained that the two options are essentially identical. The only difference is that Option A has the Fall 2021 semester starting later and ending on Dec. 23, while Option B has the Fall 2021 semester starting earlier and ending on Dec. 17.
- Terry Mulcaire explained that the key constraint on the calendar committee is the Summer Repertory Theatre schedule.
- Karen explained that this is not giving us meaningful calendar options as required by Article 8. She would like to push back on how this committee has been operating because it's infringing on AFA's legal right to negotiate the calendar.
- A concern was also raised about the due date for grades in Option A (Jan. 1). Even though the Admissions & Records department has a tight turn-around between semesters, the due date should not be on a holiday.
- There were several comments about the desire to reconsider shortening the length of the semester in order to alleviate some of the current issues.
- Karen ended the discussion by stating that we will exercise our right to negotiate the calendar by taking these "calendar options" to the negotiations table for discussion.

ACTION ITEMS

1. **Contract Council Vacancy Appointment (2019-21)**

- Karen explained that after the Council voted at our last meeting to send the candidates out for an election, one of them withdrew their nomination. As a result, we are back to having only one candidate, so an election doesn't make sense.
- A motion was made, seconded and approved by unanimous voice vote to change the decision of the Council from an election to an appointment for this vacancy (16 in favor, 0 opposed, 0 abstentions).
- A motion was made, seconded and approved by unanimous voice vote to appoint Kat Valenzuela, full-time faculty member in the Mathematics department, to fill the contract council vacancy for the term 2019-21 (16 in favor, 0 opposed, 0 abstentions).

2. **Election of AFA Officers, Negotiators & Appointed Positions (2019-20)**

- Karen explained that we have a list of nominees from our last meeting. The list of nominees was projected for the Council and guests. She asked for further nominations for any of the positions. There being none, a motion was made, seconded and approved by unanimous voice vote to approve the slate of nominees (see below) (16 in favor, 0 opposed, 0 abstentions).

Position	Nominee(s)
President	Karen Frindell Teuscher
VP-SR	Sean Martin
VP-Petaluma	Erin Sullivan
Sec/Treasurer	Sean Martin
CGO	Julie Thompson
Negotiators	Warren Ruud (Adj.), Robert Jackson (Adj.), Julie Thompson, Mark Ferguson
Adjunct Cabinet Rep	Robert Jackson
DTREC Co-Chair	Warren Ruud
Bay Fac Rep	Terry Mulcaire
Budget Analyst	Robert Jackson

3. Resolution in Support of Increasing Minimum Wage for Student Workers

- Karen explained that we looked at a draft of this resolution at our last meeting, and Sarah Whyllly has revised it based on the Council’s feedback. A new draft was projected for the Council and guests for consideration.
- In response to a question raised at the last meeting, Sarah confirmed that the Federal Work Study student workers would be included in the raise, but the District will have to pay the difference between what the program pays (\$12/hour) and the new minimum wage (\$15/hour).
- There was a discussion about the possibility of adding another “whereas” statement about how the administrators went back on their decision last year to freeze their own salaries in order to help with budget issues. The consensus of the Council was that adding that statement would take time to research and get the wording right, and it is more important to get a resolution passed today.
- A motion was made, seconded and approved by unanimous voice vote to approve the revised draft resolution (16 in favor, 0 opposed, 0 abstentions) (see http://www.afa-srjc.org/Misc/resolution_re_min_wage.pdf).

OTHER REPORTS

1. President’s Report. Karen reported briefly on the following items:

- The students spoke on behalf of their request for an increase in the minimum wage at the Board meeting yesterday. The Oak Leaf also wrote an article on it.
- The Board responded to students that they had a plan to get them to the \$15/hour in increments rather than all at once.
- Some “troubling” comments made by board members were: if students get paid more per hour, their hours might get cut; and this is a 25 percent raise for students which might not be justifiable.

The meeting was adjourned at 4:55 p.m.

Minutes submitted by Carol Valencia.