

## **EXECUTIVE COUNCIL MEETING MINUTES**

September 12, 2018

*(Approved by Executive Council on September 26, 2018)*

Executive Councilors present (noted by \*):

*Sean Martin, <i>presiding</i>	Dianne Davis	*Bud Metzger	*Mike Starkey
Jambul Akkaziev	*Claire Drucker	*Terry Mulcaire	*Erin Sullivan
*Filomena Avila	*Mike Ichikawa	*Jessica Paisley	*Michelle Van Aalst
*Paulette Bell	*Robert Jackson	*Margaret Pennington	*Sarah Whylly
*Shawn Brumbaugh	Karen Frindell Teuscher	*Karen Stanley	

Negotiators/Appointed Positions present: Mark Ferguson, Warren Ruud

Staff members present: Carol Valencia

The meeting was called to order at 3:11 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**. None.
3. **Cabinet Report**. This report and discussion were conducted in Closed Session.

Closed Session adjourned at 3:59 p.m.

### **OPEN SESSION**

Open Session reconvened at 4:03 p.m.

#### **MEMBER CONCERNS WITHIN AFA'S PURVIEW**

1. Paulette Bell asked a question about a member concern she raised at the August 29, 2018 meeting regarding State funding for part-time office hours' compensation. Sean deferred to AFA Budget Analyst, Robert Jackson, for response. Robert explained that the state decreased all categorical funding for part time faculty in 2009, not just for office hours. As a result, SRJC hourly salary schedule pay factors were cut about 4 percent in 2010 with the understanding that these cuts would be reversed when part time faculty categorical funding was restored. In 2016, the State only partially restored categorical funding for part time faculty, but SRJC fully restored hourly pay factors to their pre-2010 levels (see [http://www.afa-srjc.org/Contract/MOU/mou\\_art26\\_categ-fund-reinst.pdf](http://www.afa-srjc.org/Contract/MOU/mou_art26_categ-fund-reinst.pdf)). SRJC's total categorical funding from the State for part time faculty has only been restored to about 80 percent of pre-recession levels thus far. Robert said he is watching this funding and will report to the Council if it approaches or surpasses pre-2009 levels.

### **MINUTES**

There being no corrections or additions, the Council unanimously approved a motion made and seconded to approve the minutes from the August 29, 2018 Executive Council meeting as submitted (15 in favor, 0 opposed, 0 abstentions).

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

## DISCUSSION ITEMS

### 1. Amendment to AFA Bylaws, Article II Executive Council

- Sean explained that this proposed change to the AFA Bylaws was discussed at our last meeting. Draft language was included in the Council packet and projected on the screen. He asked for further discussion of the amendment.
- There was a discussion about the necessity of the phrase "for Adjunct Members." This phrase could be eliminated without any change to the intent and meaning of the amendment.
- A motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (15 in favor, 0 opposed, 0 abstentions).

### 2. Board of Trustees Interviews and Endorsements

- Sean explained that there are four seats on the SRJC Board of Trustees up for re-election this November, but only one is contested. We will be interviewing incumbent Jeff Kunde and challenger John Kelly on Friday, Sept. 28 from 8:30-10:30 am. There will be a list of questions for each candidate interview. All Councilors are invited to participate.
- There was a discussion regarding Kunde's participation at Board meetings.
- There was a discussion about whether AFA should endorse (or not endorse) the other three candidates whose seats are uncontested (Dorothy Battenfeld, Jordan Burns and Maggie Fishman).
- There was a discussion about Board Member Burn's lack of support of faculty and faculty leaders over the last year.
- Sean explained that we will return to this discussion after the interviews take place.
- Sarah Whyllly reported that the Student Government Assembly (SGA) has decided not to endorse any of the candidates.

### 3. AFA Draft Budget, 2018-19

- Sean projected the Draft Proposed Budget for the Council and guests and explained that we have some decisions to make over the coming year. With the decrease in revenue from former fee payers, as it stands now, we have a \$60,000 projected deficit for 2018-19, and this is not sustainable over the long-term.
- One option is to attract and sign up more members. We have had some faculty members who have quit the union since *Janus* but others who have newly joined. We could also change our practice so that people can opt-out of membership only once per year. We need to have individual conversations with non-members explaining why they should join the union.
- The other option we need to look at is decreasing our expenses. Our biggest expenses are for reassigned time to do the work of AFA, payment for adjunct Council and Committee participation, and our FACCC (Faculty Association of California Community Colleges) contract membership. Since we raised our dues 2011-12 to join FACCC, if we were to cancel our contract membership, we would need to be transparent with our members about why we need to continue that increased percentage as part of our dues structure.
- There was a discussion regarding FACCC's lack of leadership and support during the many crucial legislative fights last year (AB 705, the new Community College funding formula). FACCC chose not to even take a position on AB 705, and was insufficiently aggressive in their opposition to performance based funding. A question was raised about our communications with FACCC about their lack of leadership. Sean responded that we have had discussions with them and intend to continue those discussions this fall. One issue is that FACCC's Constitution and Bylaws require them to be conciliatory in their approach, including with the Chancellor's office. A suggestion was made that we talk with FACCC, and tell them that we would like to give them one more year before making a decision about our contract membership.
- There was a discussion about the current Chancellor's premise that community colleges have failed students, and that his reforms are needed to rectify this failure. Many have been persuaded by his arguments, but his arguments are based on a "factory model" of success and so are faulty. This perceived "failure" is part of a PR strategy to intended to open the door for private industry to come in and "save" us. There was a discussion about pushing back on the Chancellor's narrative by offering a different (more accurate) one. Sean added that CCCI, under Jeff Michel's leadership, is attempting to offer that different narrative.

**4. Status of AFA Post-Janus**

- Due to time constraints, this item was not discussed.

**ACTION ITEMS**

**1. Amendment to AFA Bylaws, Article II Executive Council**

- This item was moved from a Discussion Item.
- A motion was made to amend the proposed Amendment to the Bylaws to delete the phrase "for Adjunct Members." A motion was made, seconded and approved by unanimous voice vote to approve the Amendment to the AFA Bylaws as amended above (15 in favor, 0 opposed, 0 abstentions). (See <http://www.afa-srjc.org/Misc/bylaws.pdf> .)

**2. Approval of Appointment of Bay Faculty Association Representative, Fall 2018**

- Sean explained that Dianne Davis has volunteered to fill this vacancy for one semester. A motion was made, seconded and approved by unanimous voice vote to appoint Dianne Davis at the Bay Faculty Association Representative for Fall 2018 (15 in favor, 0 opposed, 0 abstentions).

**OTHER REPORTS**

**1. President's Report.**

- In lieu of a President's Report, Sarah Whyllly reported that the SGA is requesting AFA's support for their efforts to increase the library's night hours that were cut this semester.

The meeting was adjourned at 5:00 p.m.

Minutes submitted by Carol Valencia.