

## EXECUTIVE COUNCIL MEETING MINUTES

September 26, 2018

(Approved by Executive Council on October 10, 2018)

Executive Councilors present (noted by \*):

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

Negotiators/Appointed Positions present: ~~Mark Ferguson~~, Warren Ruud

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**. None.
3. **Cabinet Report**. None.

Closed Session adjourned at 4:05 p.m.

### OPEN SESSION

Open Session reconvened at 4:07 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Limit on Overload Assignments**. Paulette Bell raised a question from a faculty member about whether there will be a limit on full-time faculty taking overload assignments due to the schedule cuts starting this spring. There was a discussion about how this was done during the last recession. This item will be placed as a Discussion Item on our next Executive Council agenda.
2. **40 Percent Load Requirement for AMBP**. Paulette asked whether we could consider a possible short-term hold-harmless provision for faculty members in the Adjunct Medical Benefits Program whose average load might dip below the required 40 percent average due to schedule cuts. Karen responded that the 40 percent average is a State requirement. There was a discussion about foregoing the State funding for this program in order to get around the 40 percent minimum load requirement.
3. **AB 705**. Paulette explained that she has serious concerns about the ramifications of AB705 (see [AB 705](#)). She asked if AFA would consider joining other unions around the state in publically opposing it.
4. **Free College Tuition Study**. Bud Metzger explained that he has copies of a Brookings Institution article about a study conducted on a program in the Milwaukee public schools to offer \$12,000 for any qualifying student to attend college. The findings of the study were that it did not have the intended positive results.
5. **Security & Safety**. Erin Sullivan raised a concern from faculty members about security and safety.
6. **Review of Prior Member Concerns**. Karen summarized a review by the Cabinet of the remainder of the Member Concerns from the 2017-18 academic year. See below for that summary:

- Concerns from 11/22/17 Meeting
  - *SSEC/BSI Committee*: This committee was merged into the Integrated Student Success Committee (ISSC). Karen will be attending the meetings this year as the AFA representative. She can observe and intervene, if necessary.
  - *Adjunct Flex Obligation*: We do not know the resolution of this individual case. It was brought forward by Sean Martin.
  - *Zoom Conferencing of AFA meetings*: We are now offering this option for all open session portions of our meetings in order to increase faculty participation.
  - *AMBP Two Percent Deduction*: Question #5 on the Fall 2017 AFA Survey queried faculty members on this issue (see Question 5 [http://www.afa-srjc.org/Misc/Adjunct\\_Survey\\_Results.pdf](http://www.afa-srjc.org/Misc/Adjunct_Survey_Results.pdf) ). Results summary:
    - 124 total respondents (Adjunct Survey only)
    - 25.81% said they are aware of the deduction and support it
    - 28.23% said they are aware of the deduction and do not support it
    - 17.74% said they are not aware of the deduction and support it
    - 28.23% said they are not aware of the deduction and do not support it
  - *Hourly Salary Schedule Steps*: If we were to increase the number of steps on the hourly schedules, it would only benefit the highest step earners. An adjunct faculty member would need more than 18 years to go beyond the current highest step (Step 9). We believe it is better to spread out the increases to all steps rather than concentrating the benefit to only the highest step earners.
- Concerns from 4/11/18 Meeting
  - *Response/Support after student death*: During the meeting, it was suggested that the faculty member contact the CIRT team for help. We will also check with the Human Resources and/or Student Services departments to see if there is a protocol that is followed in these situations.
- Concerns from 5/9/18 Meeting
  - *Student Housing Survey*: This semester, Karen and Sarah Whyllly are attending the housing committee meetings to provide input and ask questions about these decisions.
  - *Classroom noise during campus renovations*: Karen brought up this issue at the last Board meeting. She brought up the need to consider air quality and safety during renovations. She will also bring it up in her one-on-one meeting with Dr. Chong. Repairs and their effect on working conditions must be coordinated with faculty in order to minimize disruptions.
  - *Declining mental health services for students*: This issue is not really in AFA's purview, but we are concerned about it. We support local and state efforts to increase needed funding. Also, perhaps some of the equity money coming into the District could be used to augment funding for services.

## MINUTES

There being no corrections or additions, the Council unanimously approved a motion made and seconded to approve the minutes from the September 12, 2018 Executive Council meeting (16 in favor, 0 opposed, 0 abstentions).

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

## DISCUSSION ITEMS

### 1. Board of Trustee Endorsements

- Karen explained that we have two interviews scheduled for the contested Board seat (J. Kelly on 9/28 and J. Kunde on 10/5). The Council is invited to these interviews.
- She also added that we can endorse/not endorse the other three board members up for re-election even though their seats are uncontested.
- There was a discussion about the lack of support demonstrated by Trustee Burns over the last year.
- There was a discussion about endorsing Trustee Fishman and Trustee Battenfeld.

### 2. AFA Membership Policy

- Karen explained that we do not have a written policy about how members can cancel their membership in AFA, but our attorney has recommended that we approve one in light of *Janus*. AFA's past and current practice is to allow members to cancel their membership at any time. Other unions have one opt-out period per year or contract period.
- There was a discussion about the benefits of changing to one opt-out period.
- This item will be placed on our next agenda for further discussion.

### **ACTION ITEMS**

#### **1. Board of Trustee Endorsements.**

- This item was moved from a Discussion Item.
- After a motion to endorse Trustees Fishman & Battenfeld, there was a discussion about their performance at Board meetings this year.
- A motion was made, seconded and approved by voice vote to endorse Trustee Maggie Fishman and Trustee Dorothy Battenfeld (15 in favor, 0 opposed, 1 abstention).

#### **2. Approval of AFA Budget for 2018-19**

- Karen explained that the proposed budget in the meeting packet was the one the Council reviewed and discussed at the last meeting.
- There were several questions about the figure for projected adjunct revenue.
- There was a question about the FACCC dues expense item.
- A motion was made, seconded and approved by unanimous voice vote to approve the Proposed AFA Budget for 2018-19 (15 in favor, 0 opposed, 0 abstentions).

### **OTHER REPORTS**

#### **1. President's Report.** Karen reported as follows:

- At the President's Consultation Council (PCC) meeting today we discussed two main things:
  - The draft of a process to create a committee to revise the committee structure at the college (in order to reduce the number of committees). There will be three faculty representatives on that committee. It was stated at the meeting that one reason that we have so many committees is the incorrect (but widely believed) notion that all faculty members are required to serve on a committee (including probationary faculty members). All full-time faculty members are required to perform college service, but that does not always include serving on a committee.
  - The District's decision to reduce the library hours this semester. All constituency groups were represented in this discussion. This group is a way for the entire college community to discuss timely issues.
- If you have any items you would like me and Sean Martin to bring forward at PCC, please let us know.

#### **2. Treasurer's Report:** July & August, 2018.

- This item was postponed due to the absence of Secretary/Treasurer, Sean Martin.

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

Minutes submitted by Carol Valencia.