

## EXECUTIVE COUNCIL MEETING MINUTES

November 14, 2018

(Approved by Executive Council on November 28, 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 3:10 p.m. in Lark #2004, on the Santa Rosa campus.

### CLOSED SESSION REPORTS

1. **Negotiations Report**. The 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 4:05 p.m.

### OPEN SESSION

Open Session reconvened at 4:05 p.m.

### MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Pay for Campus Closure Make-up Hours**. Shawn Brumbaugh brought up a concern about the recent campus closures due to wildfire smoke. Most students and faculty members will not be required to make up any missed hours, but in some programs (like in health sciences), they are required to make up those hours by outside agencies. He asked whether those faculty members can be compensated somehow for completing those make-up hours.
2. **Student Parking in Lot B before 7:00 PM**. Dianne Davis received a request from a department about changing [Article 19: Parking](#) so that students can park in Lot B before their night classes begin (at 6:00 pm). Karen responded that we have not worked on this article for a long time, and perhaps it is time to look at it in negotiations.
3. **Faculty Professional Development**. Sean Martin stated that he would like to reaffirm the identity of faculty professional development as unique from that of other campus professionals by virtue of the academic qualifications and disciplines of faculty. Professional development is being turned into "institutional development" rather than "faculty development." Faculty are the only professional group required by law to do professional development, and they should be allowed to pursue development in their own disciplines. His proposal is that mandatory professional development days allow faculty members to pursue individual development in their disciplines. Karen added that it could be called "independent study" to show that the development is individual.

## MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the October 24, 2018 Executive Council meeting as submitted (16 in favor, 0 opposed, 0 abstentions).

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

## DISCUSSION ITEMS

### 1. **Spring 2019 AFA Reassigned Time Proposal**

- Karen explained that this proposal was included in the meeting packet and is basically the same as the reassigned time allocation for fall semester. She asked if there were any questions or discussion. There being none, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (16 in favor, 0 opposed, 0 abstentions).

### 2. **Draft AFA Spring 2019 Calendar**

- Karen explained that the draft calendar was included in the meeting packet. She noted the dates for the retreat, CCCI conference and Petaluma meeting. She called for questions or discussion. There being none, a motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (16 in favor, 0 opposed, 0 abstentions).

### 3. **Expiration of Strike Relief Fund Deduction**

- Karen explained that the strike relief fund deduction is set to expire automatically on Dec. 31. The deduction can be concluded early if the Council votes to do so. If we're able to reach agreement with the District on salary negotiations this month, we might want to end it earlier than the 31st.
- A motion was made, seconded and approved by unanimous voice vote to move this item to an Action Item (16 in favor, 0 opposed, 0 abstentions).

### 4. **Updated 10 Reasons to Join AFA**

- Karen asked the Council to review the revised draft of this document based on the comments and suggestions made at our last meeting. No additional changes were noted by the Council. She explained that it will be sent out to all faculty, included in our membership efforts, and posted on our website. (See [http://www.afa-srjc.org/Misc/ten\\_reasons\\_to\\_join\\_AFA\\_Nov18.pdf](http://www.afa-srjc.org/Misc/ten_reasons_to_join_AFA_Nov18.pdf) .)

### 5. **Vote of No Confidence in Chancellor Oakley**

- Karen explained that the SRJC Academic Senate and the statewide Academic Senate have recently passed resolutions/reprimands regarding the Chancellor. The SRJC Student Government Assembly is also working on one at both the local and state levels. Terry Mulcaire has prepared a draft that was in the meeting packet and projected for the Council and guests.
- There was a discussion about how passing this resolution would benefit AFA. Once passed, it could be used as a launching point for discussions with our state legislators to let them know what is going on and the level of discontent among faculty.
- There was a discussion about the sentiment among some faculty members that if we were to pass such a resolution, the Chancellor might seek to retaliate by taking away needed funding. It was pointed out that sometimes it is just the right thing to do, and that this is just the first step in faculty members saying, "no" to the things that are happening as a result of this Chancellor's actions. It was also pointed out that, as we join with other colleges around the state, we will gain power from our numbers and help to support our colleagues who have already taken a stand. We would also be joining forces and demonstrating solidarity with our local senate and student government.
- Terry noted that this draft resolution is focused on the impacts on collective bargaining and unions.
- Karen asked the Council to take a look at the draft and talk to their colleagues about it. It will be on our next agenda as an action item.

### 6. **AB 705: Impacts & Effects**

- Karen explained that due to time constraints, we won't probably have time for this item. At a later date, we would like to talk about the effects of this legislation on collective bargaining and items within AFA's purview going forward with implementation of the bill.

- It was suggested that we also spend some time discussing what the law actually requires so that we have a common understanding moving forward.
- Karen explained that this item will be placed on a future agenda.

### **ACTION ITEMS**

#### **1. Adjunct Councilor Vacancy**

- Karen explained that the first issue before us is whether the Council will appoint someone to fill the vacancy or whether we will send the candidates out to the membership for a vote. At our last meeting, there was a motion to send it to the membership for a vote that did not pass. The AFA Bylaws require a two-thirds majority passage rate so that we have to reach a consensus.
- There was a discussion about the pros and cons of both appointments and elections. A request was made that, if we decide to appoint, the adjunct Councilors be given the opportunity, if desired, to express their view about who the appointee would be. Karen explained that could be included as part of the motion.
- A motion was made and seconded that the Council make an appointment to fill the vacancy with the addition that there be an opportunity for adjunct Councilors to state who they would like to appoint. After some discussion, a vote was called, and the motion passed (13 in favor, 3 opposed, 0 abstentions).
- Karen explained that we will not have time to complete this item today. We will put it back on the next agenda as an action item. At that time, we will hear from adjunct Councilors about their preferences and conduct a paper ballot vote on the appointee.

#### **2. Spring 2019 AFA Reassigned Time**

- 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 approve the proposed reassigned time for Spring 2019 (16 in favor, 0 opposed, 0 abstentions).

#### **3. Draft AFA Spring 2019 Calendar**

- 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 approve the draft Spring 2019 calendar (16 in favor, 0 opposed, 0 abstentions).

#### **4. Expiration of Strike Relief Fund Deduction**

- 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 end the strike relief fund deductions at the time of a signed agreement with the District on *Article 26: Salary Development* (16 in favor, 0 opposed, 0 abstentions).

### **OTHER REPORTS**

#### **1. President's Report.** Karen reported on the following items:

- A membership report was included in your packet. Currently we have a 93 percent membership rate for full-time faculty members and a 44 percent membership rate for part-time faculty members.
- Also in the meeting packet are two recruitment letters for use with your liaison departments, if desired.
- Karen would like to reach out to Butte Community College to express our support in the wake of the devastating fires there. We could also make a donation to their faculty association. The latest data is that 161 faculty and staff have lost homes, and 1,200 students have lost homes.

The meeting was adjourned at 5:02 p.m.

Minutes submitted by Carol Valencia.