

EXECUTIVE COUNCIL MEETING MINUTES

April 22, 2020

(Approved by Executive Council on May 13, 2020)

Executive Councilors present (noted by *):

| | | | |
|--------------------------------|--------------------|----------------------|-----------------|
| *Sean Martin, <i>presiding</i> | *Deirdre Frontczak | *Matthew Martin | *Karen Stanley |
| *Ashley Arnold | Robert Jackson | *Jacqueline McGhee | *Erin Sullivan |
| *Paulette Bell | *Steven Kessler | Bud Metzger | *Kat Valenzuela |
| *Shawn Brumbaugh | *Laura Larqué | *Jessica Paisley | *Sarah Whylly |
| *Claire Drucker | *Erica Lohne | *Margaret Pennington | |

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

Staff members present: Carol Valencia

The meeting was called to order at 3:03 p.m., via Zoom Conferencing.

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.

Closed Session adjourned at 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. Summer and Fall Teaching Modalities. A faculty member expressed concern about the lack of decision-making regarding the summer and fall teaching modalities. Sean responded that the normal summer schedule is going forward as of now, and the plan for fall is still in process. He added that the District needs to come up with a plan so that we can then negotiate impacts and effects.
2. Fall Semester Load Requirements. A faculty member asked if AFA and the District could consider a possible idea for the fall semester in case science labs are not able to run. The idea is to have a reduced course offering for fall, allowing contract faculty to be below load requirements, and then make up the load later when labs are reinstated. Sean responded that there is an allowable load range [in Article 32], but anything lower than that would have to be negotiated.
3. Professional Development for Remote Teaching. A faculty member raised a concern from a department regarding professional development for remote teaching. The department asked, "Will faculty be required to do professional development for remote teaching?" and, if so, "Will it be compensated?" The faculty member is also concerned about the modality for fall instruction and how soon the decision will be made. They expressed concern that the District is not taking the initiative to make preparations. Sean responded that AFA is impressing upon the District the urgent need to plan.
4. Lack of Preparation and Decision-making. A faculty member expressed frustration over the District's unwillingness to make necessary decisions. Departments should begin making lists of those courses

that *must* be in a face-to-face modality and separating those courses from all the other courses that could be taught via a remote modality, if needed. That would be a necessary first step.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the April 8, 2020 Executive Council meeting as submitted (15 in favor, 0 opposed, 1 abstentions).

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

DISCUSSION ITEMS

1. **Fall 2020 AFA Calendar**

- Sean presented the draft fall calendar and explained that it is basically a rollover from last fall's calendar. Items that were added/changed include the addition of the North Bay Jobs for Justice Steering Committee meetings and a change to the Retreat date so that it's earlier in the semester (9/13), and on a Sunday.
- A motion was made, seconded and approved by unanimous roll call vote to move this item to an Action Item (16 in favor, 0 opposed, 0 abstentions).

2. **AFA Summer 2020 Budget for Officer/Negotiator Hours**

- Sean explained that this proposal includes up to 30 hours for the negotiations team to meet over the summer, along with hours for needed summer work by the President, Chief Negotiator and Conciliation-Grievance Officer (CGO). All the approved hours do not have to be used, but we want to make sure they're available, if needed. We also have included hours for our new CGO to get some on-board training before the fall semester.
- The total proposal is for 360 hours at a cost of approximately \$29,000.
- Several Councilors expressed support of the current proposal and thanks for the hard work of the negotiating team. There is a need to keep our eyes on what's happening over the summer.
- A motion was made, seconded and approved by unanimous roll call vote to move this item to an Action Item (16 in favor, 0 opposed, 0 abstentions).

3. **Plastic & Climate Resolutions forwarded by the Sustainability Committee**

- Sara Jones (Co-Chair of the Sustainability Committee) explained that these Resolutions were approved at the last Senate meeting.
- She summarized each of the resolutions: Resolution to Reduce Single-Use Plastic Waste and Resolution in Support of Climate Change Initiative. She asked AFA for their endorsement of both.
- A Councilor expressed thanks to this committee for their important work.
- A motion was made, seconded and approved by unanimous roll call vote to move this item to an Action Item (16 in favor, 0 opposed, 0 abstentions).

4. **North Bay Jobs with Justice (NBJWJ) Request to Endorse *SoCo United in Crisis***

- Sean explained that this request and the next one on the agenda came from the April NBJWJ steering committee meeting that he attended remotely.
- This is a policy platform that will be presented to various governmental bodies to help address the equity issues surrounding the current COVID-19 crisis.
- NBJWJ is asking us to decide if we are willing to be listed as a supporter. They are not asking for financial support.
- This is within our purview because faculty will benefit from the overall physical and financial health of our students and community members.
- A Councilor raised a concern about the lack of time to review these proposals and asked a question about funding for the initiative. A request was made to postpone the decision until the next meeting, if possible. Sean responded that AFA is behind most of the other NBJWJ members in supporting this and the next proposal, so he would not recommend putting off the vote. He added that this is not yet law—we are voting to be added to the list of supporters before the initiative is negotiated with the relevant governing bodies.
- A motion was made, seconded and approved by unanimous roll call vote to move this item to an Action Item (14 in favor, 0 opposed, 1 abstention).

5. NBJWJ Request to Endorse the *Emergency Sick Leave Ordinance for Sonoma County*

- Sean explained that this effort was initiated by the North Bay Labor Alliance. It would provide guaranteed sick leave for all employees even if their employer already provides sick leave. The leave can be used for personal care and for the care of family members. It is a county-wide ordinance.
- As with the last initiative, NBJWJ is asking if we can be listed as a supporter—not for financial support.
- This is within our purview because faculty will benefit from the physical health of our students and community members. It might also benefit faculty members who would otherwise deplete all of their sick leave during this health crisis.
- Several Councilors expressed support of the initiative in that it could possibly benefit our most vulnerable faculty members as well as the community at large.
- A motion was made, seconded and approved by roll call vote to move this item to an Action Item (14 in favor, 0 opposed, 1 abstention).

ACTION ITEMS

1. Appointment of AFA Representatives to District-wide Committees, 2020-21

- Sean presented the list of current nominees and asked for further nominations.
- Ashley Arnold volunteered to serve on the District Online Committee for Fall 2020.
- Jessy Paisley noted that the ITG (and her nomination for it) were omitted from the list. It was re-added.
- There still remain openings for *fitSRJC* and the Sustainability Committee.
- With the changes and additions noted above, the AFA Representatives to District-wide Committees for 2020-21 were approved as a slate by unanimous roll call vote (15 in favor, 0 opposed, 0 abstentions).

2. Fall 2020 AFA Calendar

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous roll call vote to approve the Fall 2020 AFA Calendar (16 in favor, 0 opposed, 0 abstentions).

3. AFA Summer 2020 Budget for Officer/Negotiator Hours

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous roll call vote to approve the AFA Summer 2020 Budget for Officer/Negotiator Hours (16 in favor, 0 opposed, 0 abstentions).

4. Plastic & Climate Resolutions forwarded by the Sustainability Committee

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous roll call vote to endorse the Resolution to Reduce Single-Use Plastic Waste and Resolution in Support of Climate Change (16 in favor, 0 opposed, 0 abstentions).

5. NBJWJ Request to Endorse the *SoCo United in Crisis and Emergency Sick Leave Ordinance for Sonoma County*

- These items were moved from Discussion Items.
- There being no further discussion, a motion was made, seconded and approved by roll call vote to endorse the *SoCo United in Crisis and Emergency Sick Leave Ordinance for Sonoma County* (14 in favor, 0 opposed, 1 abstention).

OTHER REPORTS

1. President's Report. Sean reported on the following items:

- NBJWJ is asking us to forward a request for members to contribute to the *Undocufund* during the COVID-19 crisis. These undocumented workers do not have access to federal assistance programs. Please spread the word about their petition (see <https://undocufund.org/>).
- He has been speaking out at various meetings about the workload and privacy issues that have emerged during the current emergency situation.

- We will be holding a brown bag forum (via Zoom) the first week of May for faculty to talk with AFA Officers about their questions, concerns and suggestions. More information will be forthcoming.
 - We need faculty members to step up and express the burdens that the current workload is placing on them. The next Board of Trustees meeting will be the second Tuesday in May.
2. **Treasurer's Report:** March 2020. Jacqueline reported the following items from the Report:
- Our strike fund interest was down this month about \$30 due to the stock market decrease (*Interest from Strike Fund Account*).
 - We purchased a new external back-up hard drive for AFA staff (*Computer Software & Supplies*).
 - We paid the quarterly expenses for our main copier (*Equipment: Maintenance & Repair*).
 - We paid for coffee for our council meetings and Spring Retreat (*Events*).
 - We paid for a few basic office supplies (*Office Supplies & Expenses*).
 - We made a double payment to FACCC (for February & March) (*Professional Dues: FACCC*). Our first payment of the semester is always a month late because we have to wait for accurate load information from the District.
 - Our legal expenses were for the monthly retainer and services related to grievance and negotiations matters (*Professional Fees: Legal*).
 - We paid our monthly subscription fees for Sonic and Basecamp (*Subscriptions & Publications*). We hope to eliminate the Basecamp account (and expense) soon.
 - We paid our annual tax non-profit filing fee (*Taxes: Organization & Penalties*).
 - Our telephone expense was for four months of usage (*Telephone*).
 - Because the spring CCCI conference will be held remotely, we will save money on hotel, registration, mileage and food expenses. That should save us several thousand dollars. They are only charging a flat \$80/per participant for the Zoom conference.

The meeting was adjourned at 5:05 p.m.

Minutes submitted by Carol Valencia.