

EXECUTIVE COUNCIL MEETING MINUTES

October 23, 2019

(Approved by Executive Council on November 13, 2019)

Executive Councilors present (noted by *):

*Karen Frindell Teuscher, <i>presiding</i>	*Claire Drucker	*Molly Matheson	*Karen Stanley
*Filomena Avila	*Deirdre Frontczak	*Bud Metzger	*Kat Valenzuela
*Paulette Bell	*Mike Ichikawa	*Terry Mulcaire	Michelle van Aalst
Shawn Brumbaugh	*Robert Jackson	*Jessica Paisley	*Sarah Whylly
*Dianne Davis	*Sean Martin	*Margaret Pennington	

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

Councilors-Elect present: Steven Kessler, Matthew Martin

Staff members present: Carol Valencia

The meeting was called to order at 3:11 p.m. in Mahoney #721, on the Petaluma 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.** None.

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. **Campus Safety.** John Stover raised a concern about the recent lockdown on the Santa Rosa campus and the response of Dr. Chong to the concerns raised by faculty members. The inability to lock doors is a health and safety issue, and he would like AFA to move this issue along after years of inaction by the District.
2. **Pay for Days Added to the Semester Calendar.** Paulette Bell raised a question from a faculty member about whether adjuncts would be paid for any additional days added to the semester to make up for the campus closure days. Karen responded that there will be no days added to the semester calendar. Sean Martin added that in some disciplines in Public Safety and Health Sciences, hours will need to be made up due to licensing requirements.
3. **Maternity Leave.** Molly Matheson reported that Gov. Newsome recently vetoed a bill regarding maternity leave. Community Colleges (including SRJC) do not offer maternity leave in a meaningful way, and that hurts our ability to attract good people. She requested that the AFA negotiating team work to improve the current maternity leave.
4. **More on Campus Safety.** Claire Drucker reported that many of her students said they were traumatized by the lockdown and the many problems with campus security. The students want to start writing letters to instigate action. She asked to whom they should address the letters. Karen responded that they should write to Dr. Chong and the Board of Trustees. There was a discussion about past issues with and attempts to improve campus safety. The District negotiating team refused

to negotiate it for many years. Sean requested that two terms be defined by the District so that faculty members will know what their responsibilities are: "responsible employee" and "mandatory reporter." He would also like to know what the faculty responsibilities are regarding minors attending their classes, including during a lock-down. For example, must faculty prohibit minors from leaving class during a lock-down? And more generally, is there a need for faculty to be aware of the presence of minors in their classes? There was a further discussion about the issues that came to light with this most recent lock-down including a lack of clear, consistent communication.

5. Administrative Delay of ERI Retirement. Mark Ferguson stated that it was recently announced that VP Karen Furukawa will be allowed to delay her retirement until the end of the academic year and still take advantage of the ERI. A number of faculty members have stated that they would have taken advantage of the ERI if they could have had that extra semester.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the September 25, 2019 Executive Council meeting as submitted (15 in favor, 0 opposed, 1 abstention).

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

DISCUSSION ITEMS

1. **Restructuring of AFA Officers and Other Appointed Positions**

- Karen explained that we have had some vacant positions on the Cabinet and have been looking at making some adjustments to our reassigned time allocations. We thought it might be time to update and modernize our positions and reassigned time (RAT) going into the future. This proposal (if approved) would start with the Fall 2020 semester.
- Karen projected a document for the Council and guests with the following proposed changes from our current practice:
 - Combine the Chief Negotiator/Bay Faculty Assn Rep/Notetaker positions for a total of 80 percent RAT since those are usually completed by the Chief Negotiator.
 - Divide the two Vice President positions so they have different duties and functions. Each would be increased to 20 percent RAT. The "Executive VP" would be the person who would act in the president's absence and serve as his/her proxy; the "VP of Multi-sites" would be responsible for membership and member services at the Petaluma, Shone Farm, Southwest Center and Public Safety campuses.
 - Combine the Adjunct Issues Committee (AIC) chair and Adjunct Cabinet Representative into one position.
 - Change from DTREC Co-Chair (since there is no more DTREC) to a negotiator position called TREG Negotiator/Evaluations Officer with RAT of 15 percent (down from 20 percent).
 - Pay the Data Analyst (salary study) with a stipend; we're looking into whether we can do that or not.
 - Change the Budget Analyst position to be "variable" RAT so that s/he can do as little/much as there is need for (maybe on a timesheet instead of a set RAT amount).
- Questions, Answers & Comments:
 - It would be good to clean up the VP job descriptions.
 - Could an adjunct be an officer?
 - ⇒ Yes, any of these positions could be held by an adjunct (and some have been in the past).
 - Would the multisite VP be from a campus other than Santa Rosa?
 - ⇒ They could be or they could not be. Any officer position could be held by a faculty member from any campus. Certain positions (President, VPs, Secretary-Treasurer) must be on the Council, however.
 - There is great value in having a Budget Analyst, so I hope that would continue.
 - I'm not sure about combining the AIC and Adjunct Cabinet Rep. They are separate right now. Also, another issue is that adjunct Councilors don't get paid for their attendance at AIC.
- If you have any suggested changes to the proposal, please let Karen know soon. We will look at finalizing this at our next meeting.

2. Committee Report: ITG (Jessica Paisley)

- The leadership for this committee has changed (from Scott Conrad) which has changed the tone of the group. The group is currently updating the committee goals/structure in order to develop a strategic plan for technology for the next five years. The leadership wants to add new members to the committee that would make it very large and possibly unwieldy. Those changes have to be approved by College Council.

ACTION ITEMS**1. Appointment of One-semester Replacements of AFA Vice President of Santa Rosa and Secretary-Treasurer, Spring 2020**

- Karen explained that we had two nominations at our last meeting. She asked for further nominations for either position. There being none, a motion was made, seconded and approved by unanimous voice vote to appoint Karen Stanley as the Vice President of Santa Rosa and Mike Ichikawa as Secretary-Treasurer for the Spring 2020 semester (14 in favor, 0 opposed, 0 abstentions).

OTHER REPORTS**1. President's Report.** Karen reported briefly on the following items:

- This week Sean and she met with Marty Bennett of North Bay Jobs with Justice (<http://www.northbayjobswithjustice.org/>) to talk about a possible membership in their organization. We will talk more about this at our Retreat. The dues are around \$500/year, and the members sign a pledge agreement to support one another in labor disputes. It's a great way to be part of the larger Sonoma County labor community.
- We went to the CCCI Conference in San Diego this last week and weekend. We learned a lot from our lawyers and the other speakers as well as hearing what other colleges around the state are doing.

2. Treasurer's Report: Sept. 2019. Sean reported briefly on the following items:

- We paid for our first month of FACCC dues for the new academic year. FACCC gave a report at the CCCI conference, and we are really impressed with their new leadership.
- We paid legal fees for ongoing grievance and negotiation matters.
- We paid subscription charges for Basecamp (shared with the District) and our Sonic webhosting.
- Membership in AFA is still an issue in this post-Janus era. Also, in comparison with the affiliated unions, are dues are very low.
- We spent about \$4,400 to send people to the CCCI Conference which is a significant amount. We might be looking to clarify our attendance policy to make sure we are getting good participation for that investment.

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

Minutes submitted by Carol Valencia.