



santa rosa junior college

All Faculty Association

*AFA is working for you.
The strength of faculty working together.*

EXECUTIVE COUNCIL MEETING MINUTES

March 10, 2021

(Approved by Executive Council on April 14, 2021)

Executive Councilors present (noted by *):

*Sean Martin, *presiding*

Ashley Arnold

*Filomena Avila

*Paulette Bell

*Shawn Brumbaugh

*Claire Drucker

*Brenda Flyswithawks

*Deirdre Frontczak

*Steven Kessler

*Laura Larqué

*Erica Lohne

*Matthew Martin

*Jacqueline McGhee

*Bud Metzger

*Jessica Paisley

*Margaret Pennington

*Karen Stanley

*Kat Valenzuela

*Sarah Whyllly

Councilors-Elect present: Dawn Urista, Carlos Valencia, Catherine Williams

Negotiators/Appointed Positions present: Marc Bojanowski, Mark Ferguson, Casandra Hillman, K. Frindell Teuscher, Warren Ruud

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 4:00 p.m.

OPEN SESSION

Open Session reconvened at 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **FACCC Advocacy & Policy Conference.** A Councilor made an announcement about the upcoming FACCC Advocacy & Policy Conference that will be held on Friday, March 12. Please visit the FACCC website for further information and to register for the conference (see <https://www.faccc.org/past-events>).
2. **We the Future Social Justice Conference.** A member gave an open invitation for faculty to join the 2021 We the Future Social Justice Conference, to be held on Friday, April 16. Workshop proposals for the conference are still being accepted. For more information, see <https://wethefuture.santarosa.edu/>.
3. **Ad Hoc Racial Justice Committee.** A member made a request that AFA intervene regarding the Ad Hoc Racial Justice Committee composition where only 5 of the 17 members are faculty, staff or students. Sean responded that this committee was created by the Board of Trustees, so they have autonomy in choosing its make-up.
4. **District Online Committee.** A member thanked Sean for attending the District Online Committee meeting today to explain the appropriate and inappropriate discussion items for that committee. Also, the District does not have a process to systematically bring software purchases to the appropriate unions for negotiations, and that should be addressed in the future.
5. **Ad Hoc Racial Justice Committee.** A Councilor brought up a further concern regarding the Ad Hoc Racial Justice Committee created by the Board. There are concerns coming from faculty about the

make-up of this committee, and this Councilor requested conversations with and support from AFA regarding this. The Academic Senate Executive Committee discussed this matter and have created a plan to address it with Board President Battenfeld.

6. **Congratulations.** Sean congratulated our two newly-elected Councilors, Catherine Williams and Sarah Whylly. The Council also congratulated our newly-tenured faculty members.

MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the February 24, 2021 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. Fall 2021 Reassigned Time Request

- Sean presented the reassigned time request for Fall 2021. There are no changes from the current semester's allocation. He explained to the Council that we need to approve this today, if possible, so that the request can go the District this month.
- There being no discussion, a motion was made, seconded and approved by unanimous vote to move this item to an Action Item (15 in favor, 0 opposed, 0 abstentions).

2. Amended AFA Budget, 2020-21

- Jacqueline presented the draft Amended Budget:
 - We are projecting a decrease to our adjunct and overload revenue of approximately \$18,600 but an increase to our contract revenue of approximately \$15,500. The decrease is attributable to schedule cuts and the increase is attributable to the number of new full-time faculty who have joined AFA. In total, this results in a projected net revenue decrease of approximately \$3,000.
 - We have projected a decrease to the expense item *Conference & Travel* of \$3,000 to account for the virtual format of the CCCI spring conference which makes it significantly less expensive.
 - After our negotiations with FACCC, we have agreed to a one-time payment of \$15,000 for our contract member dues for this academic year. Our original budget had "TBD" for this line item, so we now need to account for this \$15,000 additional expense.
 - The two items above lead us to an overall projected increase to expenses of \$12,000 and an overall change to our net revenue (revenue minus expenses) of -\$15,000.
 - As should also be noted, if we had paid our normal FACCC dues of \$56,000, we would be projecting a net deficit of approximately \$20,000 for our current budget.
- She asked for questions or discussion. There being none, a motion was made, seconded and approved by unanimous vote to move this item to an Action Item (15 in favor, 0 opposed, 0 abstentions).

3. Revised Land Acknowledgement Statement

- Sean explained that the revised statement was approved by the Board of Trustees last night. It was projected for the Council and guests. The revision adds the recognition of the Coast Miwok People in Petaluma.
- Sean called for questions or discussion. There being none, a motion was made, seconded and approved by unanimous vote to move this item to an Action Item (15 in favor, 0 opposed, 0 abstentions).

4. Cancellation of FACCC Contract Membership, Effective 2021-22

- Jaqueline presented the rationale for cancelling our FACCC contract membership for the next academic year:
 - AFA joined FACCC in 2012 in order to meet the needs of the organization and faculty at that time. Our needs since then have changed dramatically.
 - We want to make sure that we are representing our members' interests in the best manner possible.
 - When looking at the financial implications of this decision, our revenue has decreased significantly in recent years due to the loss of fair share service payers and ongoing schedule cuts. At the same time, our expenses have increased significantly in the form of increased

negotiations and legal costs (for the impasse, fire/smoke emergencies, administrative turnover, and now COVID). In addition, FACCC is raising their dues substantially starting next year such that our dues are projected to increase by approximately \$12,000/year.

- Based on the above, she recommended that the Council vote to cancel AFA's contract membership for next year, to be revisited in the future if things change for us financially.
- There was a discussion about our ongoing budget problems and the decision of FACCC to raise its dues. FACCC told AFA that they want to keep their dues consistent among all contract colleges. They accommodated a lower dues payment for us this year but would not be willing to do so again. Several Councilors expressed a desire to revisit the decision at this time next year.
- There was a discussion about the important work of FACCC at the statewide level and the ability of individual faculty members to continue their FACCC membership in order to support that work.
- A motion was made, seconded and approved by voice vote to move this item to an Action Item (15 in favor, 0 opposed, 0 abstentions).

ACTION ITEMS

1. Fall 2021 Reassigned Time Request

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous vote to approve the Fall 2021 Reassigned Time Request (15 in favor, 0 opposed, 0 abstentions).

2. Amended AFA Budget, 2020-21

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous vote to approve the Amended AFA Budget for 2020-21 (15 in favor, 0 opposed, 0 abstentions).

3. Revised Land Acknowledgement Statement

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by unanimous vote to approve the Revised Land Acknowledgement Statement (15 in favor, 0 opposed, 0 abstentions).

4. Cancellation of FACCC Contract Membership, Effective 2021-22

- This item was moved from a Discussion Item.
- There being no further discussion, a motion was made, seconded and approved by roll call vote to cancel the AFA-FACCC Contract Membership, effective 2021-22 (14 in favor, 0 opposed, 1 abstention).

OTHER REPORTS

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

- He spoke at the Board meeting last night, and that statement is posted on the AFA website. Highlights of that statement are:
 - We have made much progress on COVID negotiations and in finalizing job descriptions for special faculty assignments.
 - We plan to continue our outreach to DEI groups, such as BLAC, LFSA, APISA.
 - He talked about faculty working conditions in the current remote environment. There are some new opportunities for faculty in the current remote environment, but there are also many difficulties and challenges for faculty.
 - He urged the Board to broaden the face-to-face offerings for the fall semester and expand their imagination about how this can be accomplished while also protecting those faculty members who want to continue teaching and working remotely. The District has the ability to use the extra money coming in (from the Federal Stimulus bills) to address the increased cost of doing this.
 - In order to help reduce stress on faculty, he urged all District employees to distinguish essential work from non-essential work. If everyone does this collectively, it will make the workload more manageable for all.

2. Treasurer's Report: January 2021. Jacqueline reported briefly on the following items:

- Expense items of note from this report include:
 - *Equipment: Maintenance & Repair* expense for our quarterly copier charges.
 - *Insurance: General Liability* expense for our yearly premium cost.

- We paid our agreed-upon, reduced *Professional Dues: FACCC* for this academic year.
- We also paid our yearly *Professional Dues: Other* for our affiliation with North Bay Jobs with Justice.
- Our *Professional Fees: Legal* expenses continue to be fairly high due to the significant grievance work in which we are engaged.

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

Minutes submitted by Carol Valencia.