



santa rosa junior college

All Faculty Association

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

**EXECUTIVE COUNCIL MEETING MINUTES**

September 9, 2020

*(Approved by Executive Council on September 23, 2020)*

Executive Councilors present (noted by \*):

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

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 3:05 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 4:02 p.m.

**OPEN SESSION**

Open Session reconvened at 4:04 p.m.

**MEMBER CONCERNS WITHIN AFA’S PURVIEW**

1. Suspension of All Staff Listserve. A Councilor expressed concern about Dr. Chong’s decision to shut down the All Staff Listserve, calling it an erosion of free speech. It is also concerning because it is unclear how that decision was made by him.
2. Creation of Spring Schedule of Classes. A member stated a concern about the creation of the spring class schedule and how the days/times for courses are selected and listed on it. It has come to the member’s attention from students this semester that some faculty require student attendance outside the days/times that are listed in the official schedule of classes, and that should not be happening.
3. SGA Report. Sarah Whylly (SGA Liaison) announced that she will be giving a report at our next Council meeting about the current work of the Student Government Assembly.
4. Land Acknowledgement Statement. A Councilor expressed thanks to Sean for his remarks at recent Board of Trustee meetings. The Councilor also announced that several members of the college community will be presenting a Land Acknowledgement Statement at the October Board meeting. This statement is a way of recognizing, respecting and honoring the indigenous people groups as the original land owners. The Statement will also help to recount the land’s history and seek to understand our place within that history. The Councilor read the Statement aloud for the Council and guests.
5. Suspension of All Staff Listserve. A member thanked Sean for his comments at the Board meeting about the need for civility in our college community. The member also expressed support for the Land Acknowledgement Statement just read to the Council and encouraged AFA to vote to support it. The

member expressed the opinion that Dr. Chong's decision to suspend access to the Listserve was an overreach of government power, explaining that he took the easy way out instead of following the College's policies and procedures. Sean added that AFA will work to ensure that the District lives up to its obligations under contract, policy and law.

6. **District Budget Priorities.** A member expressed concern about the District's approach to its finances as being "business as usual." The member would like the budget to reflect a strong support for faculty who are doing the difficult work of transitioning their courses to remote instruction.

## MINUTES

There being no corrections or additions, the Council approved a motion made and seconded to approve the minutes from the August 26, 2020 Executive Council meeting as submitted (17 in favor, 0 opposed, 0 abstentions).

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

## DISCUSSION ITEMS

### 1. **SRJC Board of Trustee Candidate Interviews**

- Sean explained that AFA's practice has been to invite all Board of Trustee candidates to an interview. In this November's election, there are five candidates for two seats with two trustees up for re-election (Edgar & Martinez). We have invited all of the candidates to an interview and have selected two possible dates: Sept. 25 & Oct. 9. Once we conduct the interviews, the Council will decide whether or not to endorse one, two or no candidates. Any Councilors who are interested in being part of the interviews should let AFA staff know by Monday, Sept. 14.

### 2. **Involvement in Santa Rosa City Schools Board of Education Elections**

- Sean explained that, for the first time, we are considering endorsing a candidate in the Santa Rosa City Schools (SRCC) board elections. The rationale for this is several-fold. We have been asked by our affiliate members in North Bay Jobs with Justice to consider an endorsement, and the SRCC teachers have had many struggles with their Board in recent years, going all the way to the fact-finding stage during their most recent impasse. Further, the SRCC Board area (Area 1) is in the same area as SRJC, and there are many faculty members with ties to SRCC. There are two candidates for one open seat and both candidates have been invited to participate in an interview, which will be conducted in the same manner described above.

## OTHER REPORTS

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

- He makes a regular report to the Board of Trustees. AFA will be posting those reports for our members in the future.
- The Council will be holding their fall retreat this Sunday. The agenda will include a discussion of AFA's purview in the current issues surrounding equity and inclusion, looking at AFA's rights, responsibilities and options. We will also be talking about the impacts and effects of the spring remote instruction decision and what should be included in any Side Letters for Spring 2021.
- He has met with Senate leaders regarding the re-forming of the district committee structure so that it is in alignment with labor law and Senate purview under the 10+1. AFA and the Senate want a more effective and efficient process but also want to respect faculty purview.
- AFA did much work in negotiations this summer with the COVID Side Letters and other pressing matters.
- AFA also met with the SRJC Foundation to discuss scholarships for Black students.
- He and Steven Kessler have been attending the NBJWJ meetings this summer. This organization is working on several matters to benefit workers in Sonoma County, such as minimum wage ordinances, mandatory sick leave, support for undocumented workers and their families, and support for other union affiliate groups.
- AFA invited the BLAC faculty to speak at Cabinet or Council and also reached out to the BSU to offer support and a listening ear. We will continue this outreach by having AFA representatives visit BSU and BLAC meetings.

- AFA has sent out communications to faculty regarding working condition information during black-outs and evacuations. We are also urging the District to get some future planning in place soon.
  - AFA will be sending out a Remote Instruction FAQ and Negotiations Update soon.
  - He met with all the new probationary faculty and also attended the adjunct faculty training in August.
  - AFA is working with the District to address the recent conflicts on the All Staff Listserve as well as conflicts in recent committee meetings. We asked the District for information that we hope will get to some of the root causes of these conflicts. We want to make sure that the District is fulfilling its obligations to prevent discrimination and harassment. We have reached out to our legal counsel to assist us in navigating these issues. We have also been communicating with a number of individual faculty matters regarding their concerns about discrimination and harassment.
  - The Decision by the District to end All Staff Listserve access includes several issues that AFA will be addressing. AFA and the district will be negotiating any impacts and effects of this change in working conditions. We would like faculty to know that:
    - Some of these processes demand a level of confidentiality. AFA always maintains the confidentiality of all faculty and must continue to do so.
    - Harassment and discrimination are unacceptable to AFA. There are contract provisions, policies and law that prohibit it. Faculty have a right to a workplace free of discrimination and harassment and students have that same right in their learning environment.
    - AFA sometimes has to represent faculty who are subject to discipline. We must take seriously our duty to ensure due process for all.
2. **Treasurer's Report: April, May, June & End-of-Year 2019-20.** Jacqueline reported as follows:
- From the April Report:
    - *Equipment: Purchase* expense was for a new external hard drive
    - *Events* expense was for our spring retreat (pre-COVID)
  - From the May Report:
    - *Conference & Travel* expense was for the Bay Faculty Meeting mileage for the year
    - *Insurance: Directors & Officers* expense was our annual premium payment
    - *Professional Dues: FACCC* expense was a double payment to end the year
    - *Reassigned Time* expense was for our spring reassigned time
  - From the June Report:
    - *AFDAF Contribution* expense was our payment for the academic year
    - *Insurance: Worker's Compensation* expense is the final premium installment for last year
    - *Recognitions & Awards* expense was for our resigning/retiring officers
  - From the Year-End Report:
    - Our Dues Revenue was down approximately \$34,000 due to the retirements of full-time faculty and schedule cuts
    - Expenses were also down (\$53,000)
    - The combination of these two led us to end the year overall in the black \$53,260

The meeting was adjourned at 4:59 p.m.

Minutes submitted by Carol Valencia.