

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

April 8, 2026

(Approved by the Executive Council on April 22, 2026)

* Sarah Whyllly, <i>presiding</i>	Michelle Hughes Markovics	* Tim Melvin	* Christie Soldate
* Ashley Arnold	* Steven Kessler	* Venona Orr	* Michelle van Aalst
* Marc Bojanowski	* Dawn Lukas	* Jessie Paisley	* Johannes van Gorp
* Jessica Bush	Sean Martin	* Stacie Sather	<i>Associate Vacancy</i>
* Amanda Greene	* Siobhan McGregor-Gordon	* Emily Schmidt	

Negotiators/Appointed Positions present: K. Frindell Teuscher, Ivan Tircuit, Matthew Martin
Staff members present: Stephanie Simons

The meeting was called to order at 3:15 p.m. in PC 641, on the Petaluma campus and via Zoom conferencing.

CLOSED SESSION REPORTS

1. **Conciliation/Grievance Report**. This report and discussion were conducted in Closed Session.
2. **Negotiations Report**. This report and discussion were conducted in Closed Session.
3. **Cabinet Report**. This report and discussion were conducted in Closed Session.

Closed Session adjourned at 4:00 p.m.

OPEN SESSION

Open Session reconvened at 4:00 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Imbalance in the scheduling process**. A member made a statement on behalf of a group of associate faculty who feel that the current scheduling process gives contract faculty an unfair advantage over associate faculty. Contract faculty already have a guaranteed assignment, and should not be given an advantage over associate faculty when choosing overload assignments. This practice creates an imbalance in the ability to get classes.
2. **Safety at the Roseland Campus**. A member of the EMLS department presented a concern about ongoing safety at the Roseland Campus. Recently, there was an incident involving Santa Rosa Police using the Roseland Campus as a staging area for an action at a nearby, off-campus location. The EMLS department requests that the District negotiate with local law enforcement agencies to keep all law enforcement activities off of District properties. A letter of demands was read that also included requests for prompt and transparent communication, and the physical presence of District managers should law enforcement appear on District properties. These demands were made to protect the vulnerable student population and faculty at the Roseland campus.

MINUTES

A correction was requested to the minutes. The Council approved a motion to accept the minutes, with the correction, from the February 25, 2026 and March 11, 2026 Executive Council meetings (unanimous consent). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

ANNOUNCEMENTS

1. **AFA Representatives to District-wide Committees, 2026-27**
 - In the meeting packet, Councilors were given the list of committees to which AFA can make appointments.

- Councilors were asked to submit their top three choices for committee appointments by the next Executive Council meeting.

2. **AFA Calendar, Fall 2026**

- AFA's draft calendar was shared with the Executive Council in their meeting packet.
- Sarah reminded the Executive Council that a date needs to be set for the retreat in fall.
 - The time commitment for the retreat was reduced to three hours.
 - The AFA Cabinet provided two dates for the retreat: 1) September 11, 1:00 – 4:00 p.m. 2) September 30, 3:00 – 6:00 p.m.
- Sarah asked the Executive Council to be prepared to settle the calendar at the next Executive Meeting.

GUEST PRESENTATION

1. **Student Report-out on FACCC Advocacy & Policy Conference**

- Sarah introduced Katie Rutkowski, a philosophy student, who attended the FACCC conference using the student scholarship provided by AFA.
- Katie appreciated learning of the faculty perspective to the Student-Centered Funding Formula (SCFF) and other legislation. She now finds herself to be more critical of online classes and the future of SRJC because she believes online classes are weakening the reputation of the JC. She stated she has spoken with the hiring manager of a local construction company. That company has stopped prioritizing the hiring of SRJC students because those that have learned online seem to be less informed than past students who received in-person instruction.
- Katie was impressed by the lobbying workshop session, and reported she continues to meet with politicians, focusing on discussions of the funding model. During her student career, Katie has personally seen the change such policies have made in the educational focus at SRJC.
- The conference empowered Katie to get more involved politically.
- Katie is looking to run for a Board of Trustees seat after her visit with FACCC. She stated that many young students leave high school unprepared for classes at SRJC. Katie believes the District should return its focus to supporting the non-traditional student. She believes overarching policies, such as the SCFF with its high minimum unit requirement, are antithetical to how the California Community College system works.
- Questions and comments
 - Q: Can you confirm if and in which area you are running for the Board of Trustees?
⇒ A: Katie intends to run in West County.
 - Q: Are you considering asking AFA for an endorsement?
⇒ A: Yes, Katie has been speaking to the AFA President about that process.
 - C: Siobhan McGregor-Gordon, speaking as AFA FACCC Representative, explained that anyone can call their local representatives and discuss the SCFF and AB1705. Faculty were encouraged to bring a student to these discussions for their perspective. Talking points are available from FACCC.org or via the AFA FACCC Representative.
 - Q: What has your experience been as a student appointment to the AI Taskforce?
⇒ A: Katie finds AI to be an important topic of discussion. She has done a lot of research on the topic, and has enrolled in a course addressing AI at UC Berkeley. Katie reported disappointment that other members of the taskforce were not as informed as she, and that the meetings were not well organized. Katie stated there are currently three schools of thought on AI, and they have not been well represented in these meetings. There has been one presentation by a Computer Studies faculty member which was one-sided, and did not encourage open discussion of the other schools of thought. Katie was insulted to be one of the only non-paid persons on the committee, and be more knowledgeable than others who are paid to participate.

OTHER REPORTS

1. **President's Report.** Sarah postponed this report.
2. **Negotiations Report.** K. Frindell-Teuscher gave an update on negotiations with the District.
 - MOUs and Side Letters Completed in Fall 25
 - [Article 31](#) – Allows email of confidential materials with faculty permission

- [Article 14](#) – sets guidelines for following up with missed evaluations
- [Article 17](#) – revised work experience job description
- [Side Letter](#) – POCR Pilot Project
- [Side Letter](#) – Special Education Leaves
- MOUs and Side Letters Completed in Spring 26
 - [Article 24](#) – clarification of Social Security for Associates, eligibility for Medicare Part B stipend
 - [Article 31](#) – updates to faculty transfer process, including notification of vacancies and a review of the staffing balance at each location prior to approval of the transfer
 - Appendix 6 – Special Assignment updates ([SLO Coordinator](#) and [PD Coordinators](#)), [Compensation for Associate Academic Senators](#)
- Open Articles:
 - Articles always open: 1, 7, 8, 10, 14, 17, 26, 30, 31
 - Articles open for 2025-26: 11, 13, 18, 25, 32
 - 2025-26 is the first year of the 2025-28 Contract
- [Pay cuts](#). K. announced that the District is asking faculty to forego a pay raise and accept a furlough in light of a \$10 million deficit. The deduction equals approximately 3%. This is in addition to the ask for additional monies to cover the increases to the healthcare insurance premium costs.
- [District Budget Asks for 2026-27](#)
 - A pause on the application of the Rank 10 salary formula. This translates to forgoing a 1.9% raise.
 - Furloughs: 1.5 days cut from calendar (both are non-instructional) plus the equivalent deductions from salary schedule (0.85%)
 - Health Care Contributions totaling \$540,000 plus this year's increases
- [AFA Counter-asks](#):
 - Article 25: Sabbaticals - AFA has completely rewritten this article. It includes the sabbatical handbook.
 - Article 32 - Load banking to be used anytime you want for any reason, not just FMLA and sabbatical leaves
 - Article 27 – Many CE faculty are stuck in column A of the salary schedule, so AFA would like to open this article next year to negotiate CE class placement.
 - An Early Retirement Incentive (ERI) option has been requested for an upcoming year.
 - Removal of all consultants until such a time that all pay is restored.
 - No paid travel for administrators until such a time that all pay is restored.
 - Narrow the gap in pay between faculty and administrators - In 2016, the administrator pay was allowed to increase, without the faculty pay increasing, plus the administrators received Rank 10. AFA is asking to narrow that gap.
- [Currently on the table](#).
 - On-campus Presence Requirement for contract faculty
 - Beginning in 2027-28:
 - 16 continuous weeks of scheduled on-campus activities at least two days per week. Options include: a) teaching or allied assignments, b) office hours, c) attending meetings or events
 - No surveillance will be permitted.
 - ADA/Medical accommodations are exempt from the requirement.
 - Working conditions for Study Abroad will be negotiated as a special assignment for the parts of the job that occur locally, not while at the location.
 - Learning community special assignments. These special assignments need attention in the areas of compensation and selection (e.g. Puente, APASS and UMOJA counselors).
 - Mileage reimbursement provision that addresses assignment-related mileage (e.g. site visits, clinicals) and will include reimbursement for associate faculty.
- Contact the union or a union representative with any questions or concerns, especially regarding the pay cuts.
- [Comments & Questions](#):
 - Q: Are administrators getting a pay cut?
 - ⇒ A: The VPs are offering an extra 5% reduction. The impression given was that whatever pay cuts faculty take will likely be imposed on the management team, and possibly more if they take on the same cuts as the classified staff. The classified staff are being asked for furloughs.

- Q: Are associates subject to the furlough?
 - ⇒ A: They are not, but there was an option of applying the equivalent pay cut (0.85%) to the hourly schedule. It was declined, but the District will try to collect that \$200,000 from faculty in some other fashion yet to be determined.
- Q: Please clarify, are the VPs taking a total of 10% in cuts?
 - ⇒ A: That is unknown, but if the VPs take 5% plus all the cuts that the classified take, it will be just over a 10% pay cut.

DISCUSSION ITEMS

1. Consideration of Endorsement for FACCC Board Election.

- AFA's FACCC representative, Siobhan McGregor-Gordon, introduced a proposal asking AFA to consider endorsing Leslie Banta for Vice-President of the FACCC Board of Governors. Siobhan, along with Emily Schmidt, noted that Leslie Banta is:
 - Knowledgeable about AB1705 and the SCFF
 - Has regular contact with legislators, attending their town halls
 - Concerned about fiduciary responsibility of the FACCC Board of Governors
 - Supports changes that help underserved students
 - Has been interim VP since January, and can continue her work if elected for a full term.
- A motion was made and seconded to move this item to an action item.

ACTION ITEMS

1. Consideration of Endorsement for FACCC Board Election.

- This item was moved from a Discussion Item.
- A call was made for additional discussion.
 - A Councilor noted that they have worked with Leslie Banta and have found Leslie to be dedicated, knowledgeable, and competent.
- A motion was made, seconded, and approved to endorse Leslie Banta in the FACCC election (unanimous consent).

The meeting was adjourned at 4:56 p.m.

Minutes submitted by Stephanie Simons.