

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

April 22, 2026

(Approved by the Executive Council on August 26, 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	* Jessy 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 Bertolini 4875, on the Santa Rosa 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 4:02 p.m.

MEMBER CONCERNS WITHIN AFA'S PURVIEW

1. **Establishment of emergency funds**. A member made a statement asking the union to establish a strike fund and union fund in response to the healthcare and wage cuts, and in light of the District requests for a pay cut and furlough days. The member requested AFA use these funds to alleviate hardship that some members may face as a result of the District cuts.
2. **Canvas shell set-backs**. A member presented a concern regarding the Vice-President of Academic Affairs' (VPAA's) announcement that Canvas shells for summer courses won't open until the first week of June. The delay forces contract faculty to work when not on contract. The member asked AFA to address this working condition.
3. **Establishment of emergency funds and donation campaign**. A councilor wanted to offer statement of support to the first member concern, and add that they would like the AFA website to have donation buttons on the main page to make it easy for faculty to donate to the union and support these emergency funds.

MINUTES

A motion was made, seconded and approved to accept the minutes from the April 8, 2026 Executive Council meeting (unanimous consent). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>.)

ANNOUNCEMENTS

1. **AFA Representatives to District-wide Committees, 2026-27**
 - At the April 8, 2026 meeting, Councilors were asked to send their top three choices for committee appointments to the AFA Office.
 - Councilors were reminded to send that interest to the office no later than May 5, 2026.

OTHER REPORTS

1. **President's Report.** Sarah reported on the following topics.

- Counseling and Banner Implementation. The Counseling Department found that some tasks are taking longer in Banner than in SIS. A significant amount of data has yet to be transferred into Banner, and Banner's basic programming limits the Counselors' ability to complete their normal tasks without doing manual overrides for each student. To provide support with the increased workload from Banner during the priority registration period, Counseling requested a Front Desk Triage Manager and additional Counselors during drop-in hours. The District chose to delay this request until their own investigation could be completed. AFA addressed the working conditions with the District, and the District agreed to provide the additional help as requested by the Counseling Department.
- Roseland Campus. AFA is ensuring that the District addresses the faculty's concerns of safety on the Roseland Campus which includes the development of processes to manage incidents that may arise. AFA is arranging a meeting with faculty at the Roseland campus to gather input. The Vice-President of Student Services (VPSS) and the Manager of HR Training and Compliance are arranging an optional meeting with staff, faculty, and management to review the protocol to follow in the event Immigration and Customs Enforcement (I.C.E.) and non-I.C.E. law enforcement are at the campus.
 - The following plan has been developed to address police actions that are neither I.C.E. nor District police actions:
 - The Director of Roseland will notify VPSS and District Police
 - When the District Police confirm it is not I.C.E., District Police will notify the Roseland Campus community to confirm "no suspected I.C.E. activity"
 - AFA has a pending request for clarification of the timeframe in which the notification is to be made.
- California Community College Independents (CCCI). The spring CCCI conference is being held in Berkely from April 23-25. Sarah noted there are many interesting items on the agenda, and she is looking forward to hearing from independent unions from other Districts.
- Generative AI Taskforce. Sarah reported that the tri-chairs of the taskforce have requested to continue their work for a second year.
- College Council. This shared governance group is rethinking their meeting schedule to encourage more participation, but is having difficulty finding a mutually agreeable time.
- Planning and Budget Council (PBC). The PBC has been offering feedback on the Strategic Enrollment Management Plan (SEMP). Among the faculty on the committee, is strong consensus that offering limited pre-transfer level classes would help enrollment, support student success, alleviate workload for faculty and serve the greater community. The District is evaluating the data before making a comment on the recommendation.
- District reorganization effort: AFA has expressed to the District their concerns about a reorganization based on previous such efforts. AFA asked for and received a commitment from the District to hold a meeting where the District will share more concrete data regarding the District's financial status, and its ideas to stabilize the budget.

2. **Treasurer's Report: Q3 (Jan-Mar) 2026.**

Siobhan McGregor-Gordon reported on the third quarter (January 1 – March 31, 2026).

- Revenue.
 - Siobhan usually underestimates revenue when budgeting, and was happy to report that revenue was \$13,000 overbudget. The largest area of overage was contract faculty overload.
 - The interest from the certificate of deposits also contributed to the overage, as the interest was not included in the budget.
- Expenses.
 - Conferences & Travel – This line item was less than budgeted because there are some outstanding reimbursements, the Bay Faculty Association (BFA) conference was under budget, and less persons were sent to the CCCI conference.
 - Employee Wages. There was a savings in wages because the line is budgeted high, and the employee worked less hours during the spring than the fall.
 - Legal fees: This item is budgeted high in case of need; however, AFA has not had any need to use the funds this year. This resulted in a savings of \$7,000.

- The overall increase to the AFA fund balance is \$50,000.
- Legal and Strike fund. Siobhan offered a reply to Member Concerns #1 and #3. She stated there is hesitancy by other unions to create a strike fund. She explained the AFA strike fund was created during impasse and funded by donations from faculty. After impasse, some faculty chose to let AFA keep the donation for future use. After a time, the funds no longer needed to be designated as a strike fund. Though AFA chooses to keep the designation, there is hesitation on earmarking the funds in case they are needed for something else. The fund is currently small, and if the funds were to be used for strike relief, research would be required to determine the proper balance to maintain and allocate out funds.
- Questions and Comments
 - Could we have a single fund that we could use for either legal fees or strikes?
 - Siobhan's recommendation is that AFA not limit the funds to a particular purpose, so that if there is a great need, the funds can be used for whatever the greater need is in that moment.
 - Why is the money in the "strike fund" account not restricted?
 - When impasse was resolved, the donations collected for the strike fund were offered back to the members that donated them. Some members opted to be refunded and others opted to allow AFA to keep the money. The account remained labeled as a strike fund, but it was not set aside as a reserved strike fund.
 - A member offered a perspective on strike funds based off of personal experience. At their former place of employment, the strike fund offered some persons in need partial pay, so some bills could be paid.
 - Can we open a general donations fund where members can donate at any time?
 - We would want to collect donations only if there was an impending need. We wouldn't want the strike to last long enough for there to be a need to provide financial relief.
 - Can we use this fund to offset the healthcare increases?
 - No, because the healthcare increases are an ongoing cost, and this is a one-time fund. When setting up the budget, an alternative solution funded by ongoing funds, could be considered.

DISCUSSION ITEMS

1. AFA Staff Healthcare Stipend

- Sarah explained that the AFA staff member asked if AFA could contribute more to the existing healthcare stipend because costs have risen. The staff member purchases a family plan through Covered California that was subsidized by the Affordable Care Act until December 2025. The AFA Cabinet would like to do something more equitable for the staff member since the government has ceased offering subsidies. Sarah yielded the floor to Siobhan, who presented the three options for adjusting the AFA staff healthcare stipend.
- Current stipend.
 - An hourly stipend derived from SRJC's cost for an individual healthcare plan through Kaiser Permanente.
 - This year's budget is \$8,175, or 70% of the individual plan cost.
- Three Options.
 - AFA purchases a healthcare plan directly from Kaiser Permanente, and AFA must pay 50% of the cost of the employee, at a minimum (cost: \$430.89; savings of \$3,004)
 - AFA increases the stipend to pay 70% of premium cost for the family plan (annual cost: \$14,565; increase of \$6,390)
 - AFA pays 100% of the premium cost for the family plan (annual cost: \$20,807; increase of \$12,632)
- Questions and Comments
 - Q: Is this fiscally sustainable?
 - ⇒ A: Option1: Yes, because it costs less.
 - Option 2: Yes, at least through 2026-27. There is also adequate funding to cover retroactively the increased costs since January when the subsidies ended. This also assumes revenues and expenditures remain stable.
 - Option 3: Yes, if expenditures in other areas are reduced.
 - C: Comments were made in support of Option 3 as being the most aligned with AFA's values.

- C: Comments were made in support of Option 2 as offering the best balance between altruism and fiscal responsibility.
- C: It was stated that any option could be reviewed at any time, particularly if subsidies return.
- A motion was made, seconded and approved to move this item to an action item (unanimous consent).

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 needed 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 called for discussion or questions.
- There was support for the Friday date because of the Wednesday overlap with Academic Senate.
 - It was noted that the Wednesday is a fifth Wednesday, which is a day that is not guaranteed to either Academic Senate or AFA.
- There was support for the Wednesday date because it would occur during a fifth Wednesday, and associate faculty might have other work obligations on a Friday.
- A comment was made that the AFA retreat is not a vacation, but rather a gathering to learn about the union and how to represent AFA.
- It was suggested the Executive Council consider changing the name to "training."
 - Officers found this agreeable, and added that Councilors can pick the date that works best for their schedule. Officers could create a training based upon the anticipated attendees. This would help to make the most of the trainers' and attendees' valuable time.
- A motion was made, seconded, and approved to consider separately from the AFA Calendar changing the AFA Retreat into two AFA Trainings (no objections).
- The discussion of changing the AFA Retreat into two AFA Trainings was moved to an Action Item (unanimous consent).
- A motion was made, seconded, and approved to move the discussion of the AFA Calendar, Fall 2026 to an Action Item (no objections).

3. **Fall 2026 Reassigned Time Request**

- The fall reassigned time proposal was displayed for the Executive Council.
- Sarah called for discussion or questions.
- Questions and Comments.
 - Q: Why did the pay for the Associate Cabinet Representative go down by 5%?
 - ⇒ A: Starting in fall, the Associate Cabinet Representative will be paid hourly for their time on the Associate Interests Committee.
 - Q: Why is there no reassigned time for the Past-President position?
 - ⇒ A: The Past-President position is a one-year position filled as needed as determined by the Cabinet.
- A motion was made and seconded to move this Item to an Action Item (no objections).

4. **Summer 2026 Officer Hours Budget**

- The proposal for summer officer hours was displayed for the Executive Council.
- Sarah called for discussion or questions.
- A Councilor requested clarification on when officers transition their roles.
 - ⇒ A: When a new President or Chief Negotiator takes office, the outgoing and incoming officers will ask for some time to transition the office. Other offices normally end at the end of summer. An officer-elect would begin on the first day of classes in fall.
- A motion was made, seconded, and approved to move this Item to an Action Item (no objections).

ACTION ITEMS

1. **AFA Staff Healthcare Stipend**

- This item was moved from a Discussion Item.
- A call was made for additional discussion.
 - A Councilor stated AFA should cover the increased costs since January when subsidies ended, as a principled stance.

- There being no further discussion, a motion was made, seconded, and approved to adopt option 2, including backdated costs to January, and the caveat to review the stipend should subsidies become available (unanimous consent).

2. Change the AFA Retreat into two AFA Trainings

- This item was created from Discussion Item 2: AFA Calendar, Fall 2026.
- A call was made for further discussion.
- There being no further discussion, a motion was made, seconded and approved to replace AFA Retreats with AFA Trainings, and for fall 2026, the dates of September 11 and September 30 will be set as the training dates with topics to be determined at the beginning of the fall semester (unanimous consent).

3. AFA Calendar, Fall 2026

- This item was moved from a Discussion Item.
- A call was made for additional discussion.
- There being no further discussion, a motion was made, seconded, and approved to accept the AFA Calendar for Fall 2026 with changes from Action Item 2 (unanimous consent).

4. Fall 2026 Reassigned Time Request

- This item was moved from a Discussion Item.
- A call was made for additional discussion.
- A Councilor suggested that with the Past-President position vacant for the next year, AFA should consider recruiting a financial analyst to review the District budgeting plans.
- There being no further discussion, a motion was made, seconded, and approved to accept the proposed reassigned time for fall 2026 (unanimous consent).

5. Summer 2026 Officer Hours Budget

- This item was moved from a Discussion Item.
- A call was made for additional discussion.
- There being no further discussion, a motion was made, seconded, and approved to accept the budget for officer hours during summer 2026 (unanimous consent).

The meeting was adjourned at 4:58 p.m.

Minutes submitted by Stephanie Simons.