

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

EXECUTIVE COUNCIL MEETING MINUTES

October 22, 2025

(Approved by the Executive Council on November 12, 2025)

Executive Councilors present (noted by *):

* Anne Donegan, <i>presiding</i>	* Michelle Hughes Markovics	* Jessie Paisley	* Michelle van Aalst
* Ashley Arnold	* Dawn Lukas	* Stacie Sather	* Johannes van Gorp
* Marc Bojanowski	* Sean Martin	* Emily Schmidt	* Sarah Whyllly
* Jessica Bush	* Siobhan McGregor-Gordon	* Christie Soldate	Patsy Young
* Amanda Greene	* Venona Orr	* Ivan Tircuit	

Negotiators/Appointed Positions present: Matthew Martin

Staff members present: Stephanie Simons

The meeting was called to order at 3:15 p.m. in PC 697, 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 4:01 p.m.

OPEN SESSION

Open Session reconvened at 4:05 p.m.

MEMBER CONCERNS

1. **Requirement to teach in-person**. A Councilor presented a concern from several faculty that there are full-time faculty members that have been teaching fully online. Their absence leaves part-time faculty burdened with taking on roles normally associated with full-time faculty. It was requested that AFA negotiate a solution to the concern, and suggested that a 40% on-campus load requirement would alleviate the burden.
2. **Extra workload when teaching online**. A member commented that during the October 8 meeting, a concern was brought forth that online teaching requires extra work for faculty. The member, who teaches online, reported that software updates cause a significant amount of extra work. When software is updated, a new end-user agreement is issued, and the member reads the agreement resulting in extra work. The member noted that since August, there have been eight updates to Zoom, and more are planned. Downloading and installing the software updates also causes additional work, and often cuts into instruction time. The member requested that the District: 1) offer extra compensation to online instructors, 2) notify instructors of impending updates with a rank of how important the updates are to their instruction, and 3) provide a checklist of tools essential to running an online class.

MINUTES

A motion was made and seconded to approve the minutes from the September 24, 2025 Executive Council meeting (18 in favor, 0 opposed, 0 abstentions). (Approved minutes are posted at <http://www.afa-srjc.org/minutes.shtml>).

ANNOUNCEMENTS

1. 2026-28 Call for Councilors, October 21 - November 4

The annual call for Councilors opened October 21 and will close on November 4 at 5:00 p.m. The positions begin in August 2026 and continue through spring 2028. Four associate and five contract seats are open. Candidates must submit a nomination form ([on website](#)) with their statement of interest. Councilors whose seats are open in this election were notified by email to submit their interest in reelection to the AFA office.

2. Health Care Town Hall, October 29, 2025

AFA will host the Health Care Town Hall to discuss the future health care cost increases. It is an in-person only event. Those who R.S.V.P.'d by November 21 were offered a catered lunch. Anyone who was unable to register by that deadline, may still attend the discussion.

3. FACCC Presentation, November 12, 2025

Wendy Brill-Wynkoop, Past President of FACCC (Faculty Association of California Community Colleges) will visit campus on November 12 to speak about state legislation and FACCC's advocacy for community college faculty. A truncated Executive Council meeting (3:15 -3:30 p.m.) will precede Wendy's presentation. Wendy's presentation will be held in Doyle 146 from 3:30-5:00 p.m. All faculty were invited to attend the presentation.

4. FACCC Advocacy & Policy Conference, February 20-23, 2026

The FACCC Advocacy & Policy Conference theme is "Lights, Camera, Advocacy: Teaching in the Digital Age." In addition to interesting speakers, there is a lobbying event on the last day of the conference. Past participants were able to meet with staffers of local legislators and discuss the impacts of AB1705, and the hiring freeze on full-time faculty despite large amounts in reserve funds. Anne reminded the Executive Council that AFA reimburses registration and associated travel expenses for up to five Council members. Interest in attending the conference is due to the AFA office by November 5.

- AFA's FACCC Representative, Siobhan McGregor-Gordon, stated the FACCC Legislation and Budget Committee's focus will be on the SCFF (Student-Centered Funding Formula). The group will share with legislators the negative impacts of the SCFF. For example, the hold harmless clause expired. Districts will receive a COLA this year on a base amount, but next year, the COLA will be based on the same base amount. The concern is that though enrollment is supposed to be growing, when colleges, like SRJC, have budget concerns, the Districts will start cutting classes which is in direct opposition to growing enrollments.

5. Sp26 Executive VP Vacancy

- This item was moved from a Discussion Item.
- Anne explained that the call for candidates for the spring 26 vacancy will run from October 22 through November 5 at 5:00 p.m. The position is open to Councilors only, per AFA policy.
- Questions & Comments
 - Q: Where can the job description be found?
 - ⇒ A: All AFA job descriptions can be found on the AFA Website (http://www.afa-srjc.org/pol_and_proc.shtml).

MAIN REPORTS**1. President's Report**

- Priorities Survey Results. Anne reported that the priority receiving the most votes was "tracking add code requests and class cancellations." To track this, faculty will be asked to self-report on a form that will be created and maintained by AFA. Reminders to fill out the form will be sent on a regular schedule. AFA will compare the data against classes that are being canceled, with the hope this will start a discussion with the District regarding low enrollment, answering the question "are they taking add requests into consideration?"
 - Priorities by rank:
 2. Membership & Outreach – This effort will focus on listening sessions, especially for isolated departments.
 3. State Advocacy – AFA will work with FACCC and Wendy Brill-Wynkoop for direction to increase AFA's work in state advocacy.
 4. Strengthen relationship with Academic Senate – The executive branches of each body have been working together to provide support to each other when possible. The aim is to show the District that the two bodies can work together, despite differing goals at times.
- Upcoming Executive Council meeting schedule. The Executive Council meetings on October 29 and November 26 were canceled. A brief meeting will be held on November 12 before the FACCC forum, and the final meeting of the semester will be held on December 10 in conjunction with the General Membership meeting.
- October 29: Health Care Town Hall. Anne explained that the town hall will provide direction to the Negotiations team regarding the changing health care options provided by the District. More details are expected to come as the event draws closer.

1. Treasurer's Report

Siobhan McGregor-Gordon reported on the first quarter (July 1 – September 30, 2025).

- Revenue.
 - There was an increase in revenue, which may be due to increased dues from associate faculty and overload assignments.
 - The projected interest from the legal fund will be less because the funds were invested into a money market instead of a CD, which had a lower rate of return.
 - Overall, the revenue will be higher than expected.
- Expenses.
 - Conferences & Travel – What appears to be a negative expense was a refund from an overcharge.
 - The assumption for the first quarter was that there might be an overage in *Events* because several events were not included in the original budget (i.e. town hall luncheon, FACCC forum). There may be additional one-off events for outreach next semester.
- Questions and Comments
 - Anne commented that the budget for this semester included one learning event (FACCC forum) and an end-of-year-party.
 - A member requested that AFA consider a membership drive, coupled with a financial goal, as it can grow membership.
 - A member requested Siobhan research other investment options, including investment in commodities such as gold.

Siobhan previously announced her retirement. She reported that plans have changed as she has taken on a sub assignment in fall 2026. She will continue on AFA next year, and hopes to continue in her role as Secretary/Treasurer.

DISCUSSION ITEMS

1. Reassigned Time Spring 2026

The reassigned time request was presented to the Executive Council. Anne noted the one difference was that one position went up by 5% because in the current semester one person holds two positions that require attendance at cabinet, so one position was reduced by the 5% that is budgeted for attending cabinet meetings. Anne reminded the Executive Council that the District pays for 220% of AFA's reassigned time, which helps AFA focus more of its resources in ways that benefit the members.

- Questions and Comments
 - Q. Does the change in 5% return the reassigned time to "normal"?
 - ⇒ A: Yes, this is the normal allotment.
- A motion was made and seconded to send this item to an Action Item.

2. AFA Calendar Spring 2026

Anne shared the tentative spring calendar with the Executive Council. It was explained that the retreat was left unscheduled because the last retreat was poorly attended. It was suggested that the retreat for spring be scheduled after the semester begins so the Executive Council can choose which date will work best with their spring schedules.

- A motion was made and seconded to send this item to an Action Item.

3. Sp26 Executive VP Vacancy

- Anne requested this item be moved to an announcement to announce the call for candidates. The discussion of the position will be moved to the next Executive Council meeting on November 12, after the call has closed.
- A motion was made and seconded to move this item to an Action Item.

4. Amicus Brief Financial Support

Anne explained that other unions in BayFAC (Bay Faculty Association) and CCCI (California Community College Independents) proposed to fund an amicus brief in honor of Bob Bezemek, long-time attorney for AFA and other California community colleges.

- The amicus brief is in support of the AAUP (American Association of University Professors union) and its representation, Democracy Forward, who are suing the Trump administration over loss of funding amid allegations of civil-rights violations.
- The brief is expected to cost \$20,000.
- The cost will be shared by members of BayFAC and CCCI.
- The brief will be named in honor of Bob Bezemek.
- Bob Bezemek's accomplishments include:
 - arguing for part-time faculty access to unemployment between semesters

- the inclusion of language in the ED code to make Counselors and Librarians faculty members
- arguing for PERB cases to agree that discrimination against unions and union members is against the law.
- Anne requested that AFA be prepared to offer up to \$2000 to contribute to this brief, noting that the contribution is relative to the number of unions that contribute, which could reduce AFA's share of the cost.
- Questions and Comments
 - C: Many of the provisions and rights we enjoy as faculty members derive from the work Bob Bezemek has done. The list is extensive and includes academic freedom, Weingarten rights, right to representation in disciplinary hearings and more.
 - C: AFA's current attorneys, Patty Lim and David Conway, worked under the tutelage of Bezemek.
 - Q: Is this amount reasonable for our budget?
 - ⇒ A: Yes, the budget can support this amount.
- There being no further discussion, a motion was made and seconded to move this to an action item.

ACTION ITEMS

1. Sp26 Executive VP Vacancy

- This item was moved from a Discussion Item.
- A motion was made, seconded, and approved to move this item to an announcement (unanimous consent).

2. Reassigned Time

- This item was moved from a Discussion Item.
- A motion was made and seconded to approve the reassigned time proposal for spring 2026.
- There being no further discussion, the motion was approved (unanimous consent).

3. AFA Calendar Spring 2026

- This item was moved from a Discussion Item.
- A motion was made and seconded to approve the 2026 spring semester calendar with the retreat date to be determined.
- There being no further discussion, the motion was approved (unanimous consent).

4. Amicus Brief

- This item was moved from a Discussion Item.
- A motion was made and seconded to approve up to \$2000 to support the Bob Bezemek amicus brief.
- It was clarified that the amicus brief supports a lawsuit that pertains to turning over to the Federal government names of faculty expressing their views in an academic forum, and is not related to a particular political entity. Rather, it is related to academic freedom and freedom of speech.
- There being no further discussion, the motion was approved (unanimous consent).

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

Minutes submitted by Stephanie Simons