

# ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

## GENERAL MEMBERSHIP MEETING MINUTES

December 10, 2025

(Approved by the Executive Council on January 28, 2026)

Executive Councilors present (noted by \*):

* Anne Donegan, <i>presiding</i>	* Michelle Hughes Markovics	* Jessy 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: K. Frindell Teuscher, Matthew Martin

Incoming Councilors present: Tim Melvin

Staff members present: Stephanie Simons

The meeting was called to order at 4:35 p.m. in Doyle 4520, on the Santa Rosa campus and via Zoom conferencing.

## COUNCIL PRESENTATION

### 1. Current negotiations topics and AFA interests (K. Frindell Teuscher, AFA Chief Negotiator)

K. Frindell Teuscher reported on the business of the Negotiation Team. K. invited feedback from members.

- Background information regarding the Contract
  - The new contract started in 2025 and is valid for three years, until 2028.
  - January 1 is the incorporation deadline. Until the District approves the incorporated articles, the Tentative Agreement can be used to make certain the contract is being followed.
  - Certain articles are always open for Negotiation: 1, 7, 8, 10, 14, 17, 26, 30, 31.
  - Every year, additional articles may be opened with mutual agreement from District.
    - Articles open for 2025-26: 11, 13, 18, 25, 32
  - Articles are opened through a process termed "sunshining," which occurs over the course of two board meetings, allowing for public comment which is a requirement of publicly funded programs.
  - Memoranda of Understanding (MOU) are mutual, signed agreements that have some urgency or need to be implemented before the Tentative Agreement is presented.
- MOUs completed-to-date for the current contract year
  - Side Letter: Article 31 – Email of Confidential Materials. This side letter allows the District to email faculty members with confidential information that has been encrypted and stored on a portal for viewing. If the faculty member doesn't agree with receiving such communications, it will be sent by certified mail.
  - Articles 14A&B: Missed Faculty Evaluations. The revision specifies the evaluation can be completed the next semester that the faculty member has an assignment.
  - Article 17.12: Work Experience Faculty. The job description for Work Experience Faculty was revised at the department's request.
  - Side Letter: Peer Online Course Review (POCR) Pilot Project. AFA negotiated the impacts of the POCR pilot project.
  - Side Letter: Special Education Leave. This side letter addresses the displacement of faculty that occurred from the fall-out from AB 1705.
- Current topics on the table
  - Impacts bargaining: Artificial Intelligence (AI). K. reported this work addresses areas affected by the use or non-use of artificial intelligence, in particular generative AI. Areas of impact include, but are not limited to academic freedom, evaluations, workload, and class size. A side letter is expected.

- Article 25 Sabbatical Leaves: Streamlining Process. In addition to streamlining the article, it was noted that a goal of revising the sabbatical leaves process is to remove faculty members from being a part of the approval process. This prevents faculty from making decisions that could negatively affect the pay of other faculty members.
- Article 31: Interdepartmental and Intercampus Transfer: This revision will streamline the process of transfers, particularly the ripple effect that occurs when a faculty member transfers to another department and a new vacancy is created.
- 2027-28 Faculty Work Calendar. In response to a member request, AFA and the District have been attempting to find a way to move graduation to Friday, rather than Saturday. The major obstacle to initiating this change is the number of work days required by the contract. Graduation is one of the required 177 workdays. Another day during the contract year must be turned into a workday to compensate for moving Graduation one day earlier.
- Special Assignment: SRJC Museum Rotating Faculty Curator. Currently, there is a manager doing the duties of the faculty supervisor, which includes educational programming, and this is an unfair labor practice. It has been proposed that a rotation of short-term faculty curators be considered for the faculty supervisor position. AFA has requested that no duties of the faculty supervisor be done by the manager.
- Special Assignment: Professional Development Coordinators. AFA is seeking to increase the reassigned time for Professional Development Coordinators to 40% per person. This is part of the Strategic Plan, so AFA has asserted that the District must find a way to fund the increase.
- **Additional Goals for Spring 2026**
  - Working conditions for Study Abroad. Study Abroad positions are an assignment not currently addressed in the Contract. Selection criteria, reassigned time, and tasks done in preparation of the assignment need to be defined. K. plans to work with the Study Abroad Committee and its supervising administrator to suss out the details.
  - Working Conditions for Credit by Exam. Credit by Exam is similarly in need of a process defining selection criteria and load assignment.
  - Special Assignments and Scheduling for the Counseling Department. This discussion includes terms and conditions for using the scheduling software. The issues are currently being addressed by a side committee that will bring a more cohesive plan back to the table.
  - Grievance Article. This work has been pulled for this year.
  - Health Benefits. The team has been working desperately to prevent faculty from taking on the burden of premium increases, which, undoubtedly, will grow every year. AFA does not want the District's "cost containment" measures to simply contain costs for itself by passing on those cost increases to the faculty. The premium increases last year cost \$500,000, and the Negotiation Teams found a way to pay for the increase without passing it along to the faculty. The teams are working to find another way to maintain no cost to the faculty. Some possibilities include offering additional levels of plans with high deductibles and health savings accounts (HSAs). The current Kaiser Permanente plan will still be offered. The creation of a new healthcare fund is being considered. To seed the fund, every faculty member's pay would be reduced by a small percent. That small sacrifice could make a sustainable pot of money from which the additional premium costs could be deducted.
- **Questions and Comments**
  - Study Abroad
    - Q: Is there a current job description for Study Abroad instructors?
      - ⇒ A: No, there is no current job description. There is a contract offered through the study abroad company for their time abroad, but nothing with SRJC before the study abroad company contract picks up, and while the faculty member is asked to complete preparations during the semester prior.
  - Health Benefits
    - Q: Are administrators being asked to pay increased premiums?
      - ⇒ A: Yes, administrators and the Board are being asked to pay \$75 per month. SEIU is still negotiating.
    - C: A Councilor encouraged faculty members, as individual voters and tax payers, to talk to their legislators to encourage a state level solution to rising health care costs.
  - Credit by Exam
    - Q: In regard to working conditions for credit by exam, have you also considered working conditions for credit for prior learning?

- ⇒ A: We haven't, and will add it to the list.
- Q: Could you clarify if you intend to create an interest-bearing pot of money, and what it would require?
- ⇒ A: It would require a referendum. Since this would require a deduction from the salary schedule, the faculty would need to vote on it. This sort of salary change would affect STRS contributions, and other deductions.

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

Minutes submitted by Stephanie Simons