



UPDATE

April 28, 2005

• A Publication of the All Faculty Association at Santa Rosa Junior College •

Tentative Agreement Reached!

The District and AFA have reached Tentative Agreement (T.A.) on the Contract for the 2004-05 year with AFA Executive Council approval at their meeting held on April 27. A General Meeting of AFA members is scheduled for Wednesday, May 4 from 3:00 p.m. to 4:30 p.m. in the Staff Lounge to review and answer questions about the T.A. (see box below). All faculty members are invited to attend. Following the General Meeting, ballots will be distributed to all AFA members. They will be delivered to the campus mailboxes of regular, probationary, and temporary faculty and mailed to the home addresses of adjunct faculty. The final and complete text of the revised Articles will be posted on the AFA web site at www.santarosa.edu/afa/ for review during the ratification process. Ballots will be due back to the AFA box in the Bailey Hall mailroom by 5:00 p.m., Tuesday, May 17. Ratification results will be announced in an AFA *Update* and posted on AFA's web site.

The Board of Trustees will also consider the T.A. at their meeting scheduled for Tuesday, May 10. If AFA members and the Board of Trustees ratify the T.A., then the revised Articles included in the T.A. will become part of the 2004-05 AFA/District Contract. In addition, a salary increase of 2.41% will be incorporated into faculty paychecks as follows: 1) the May 31st paycheck for regular faculty will reflect the new annual pay rates for the month of May and will also include an amount reflecting the 2.41% increase for the prior nine months (retroactive to August 11, 2004 — the beginning of the 2004-05 academic year); 2) the June 10th paycheck for adjunct faculty and regular faculty with overloads will reflect the new hourly pay rates for the period of April 21 through May 20 and will also include an amount reflecting the 2.41% increase

for the prior nine months (retroactive to August 11, 2004 — the beginning of the 2004-05 academic year). The new 2004-05 salary schedule will be in effect for Summer 2005. Effective the beginning of the 2005-06 academic year, an additional 0.61% will be added to the new 2004-05 salary schedule. (This will be the starting point for 2005-06 salary negotiations.)

In a recent AFA *Update*, we presented the financial aspect of the agreement (See *Update* dated March 23, 2005). Now we have reached agreement on article revisions including: Article 3: Association Rights; Article 11: Conciliation/Grievance; Article 14: Evaluations; Article 16: Hourly Assignments; Article 18: Leaves; and Article 19: Parking. In addition, a few new definitions have been added to Article 7: Definitions. Article 10: Benefits has been changed as a result of the changes to Article 18. Many of the changes were simply for purposes of clarification or changes in timelines; therefore, we have not included them below. Highlights of significant changes are outlined on the next page.

(continued on next page)

All Faculty Association General Meeting

Review and discussion of the
Tentative Agreement

Wednesday, May 4
3:00 – 4:30 p.m.
Staff Lounge

All faculty are invited.
On 5/5/05, the T.A. will be posted at
www.santarosa.edu/afa/

Agreement *(continued)*

- Article 3 – Association Rights: Added language to reflect the new fund (AFA College Service and Technology Training — ACSTT) approved by the District for AFA disbursement to combine Adjunct Faculty District Activity Fund - AFDAF, Faculty Technology Training Fund – FTTF, and AFA re-assigned time. The provision for “rolling” up to \$100,000 of the unspent balance each year, if any, is a distinguishing feature of this new fund. In addition the newly created Enrollment Enhancement Task Force was added to the list of committees with AFA representation.
- Article 11 – Conciliation/Grievance: Primarily changed the timelines to reflect the time it takes to process the conciliation and also respond to the grievance itself.
- Article 14 – Evaluations: Reorganized the Article to create Continuing Evaluations for all faculty (Regular faculty after receiving Tenure, Adjunct faculty after receiving Assignment Priority). Made minor changes to the existing process to allow for Adjunct faculty self-assessment of student contact and related duties, the Department Chair to report on performance of Adjunct faculty related duties, and formalized the ability of the Supervising Administrator to contribute a written report to the process when warranted. In addition evaluation conclusions were simplified to three choices. The process has also been simplified with only three due dates and has been consolidated to occur in one academic year for Regular faculty.
NOTE: Additional discussion about, and completion of, the proposed revisions to the Adjunct Probationary Evaluations will begin in Fall 2005.
- Article 16 – Hourly Assignments: Incorporated language to clarify the procedures for Departments to adopt and/or modify written procedures about Hourly Assignments,

including the identification of courses requiring “special expertise or experience” and requirements for implementing them. Also delineated the procedures to follow in making assignment recommendations for those with a like-load of more than 40% and clarified “date of hire” definitions for those who miss one or more semesters of paid employment.

- Article 17 – Job Descriptions: Incorporated the revised language regarding faculty obligation to students into the Article and added definitions for Coordinators.
- Article 18 – Leaves: Reorganized Article to reflect health-related leaves and other leaves. Clarified language regarding the application of Supplemental Sick Leaves and Long-Term Disability Leaves. Added two days to Initial Bereavement Leave, and provided for Additional Bereavement Leave. Added five days of Supplemental Personal Necessity leave and incorporated Educational leave for Adjunct faculty. Other language modified to reflect existing conditions with regard to regulations and/or insurance policies.
Note: Article 10: Benefits, will also be modified to reflect this new language.
- Article 19 Parking: Revised the existing language to reflect the changes in parking policy and clarify status of SRJC parking permits at different District locations.

In addition, the District and AFA have agreed to structure a new task force to investigate enrollment enhancement incorporating the views of faculty. Part of a concerted effort to build enrollment, anticipate changing demographics and support programs, this task force will study and recommend alternative actions to enhance enrollment.

The revised articles in their entirety will be posted on the AFA web site following the General Meeting.