



# UPDATE

September 2, 2004

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

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## President's Welcome

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Faculty Colleagues,

John Ruskin so clearly expressed that, "In order that people may be happy in their work, these three things are needed: they must be fit for it. They must not do too much of it. And they must have a sense of success in it." I sense in talking to many of our colleagues that we are not feeling very satisfied in any of those three areas. We are working too hard with too few resources and support, and I'm afraid that it is affecting the quality of the education we provide to our students.

But enough whining.

These are difficult times. AFA is working extremely hard to minimize the effects of serious budgetary constraints, but we realize at this moment that you are truly feeling the negative effects of the on-going budget crisis. These are problems that stem from the ways we fund education in California, but there are some things we can do to make this a better place to work. We need to acknowledge each other's successes as colleagues, support our classified staff, and avoid blaming our management for every little

problem we experience. We must be kind to ourselves and everyone involved in this difficult process of delivering an excellent educational experience to this community. This is not a Pollyanna attitude — it's a survival mechanism.

I believe that the intelligence and creativity of all of our staff can solve many of the problems we face now and in the future. *AFA asks you to share with us any and all possible solutions to insuring the health of this college.*

Once again, I invite all faculty to attend Executive Council meetings, particularly if you have a concern that you would like to see addressed. All faculty may address the Council on any issue of interest during the "Members' Concerns" portion of the agenda at the beginning of each meeting. If you can't attend the meeting, please call me or one of the Council members to carry your concerns forward.

Enjoy your students, be proud of your successes, and be involved in planning for the future.

*Janet McCulloch*

AFA President

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## 2003-04 Negotiations Continue

Many of you have asked AFA, "What is the status of negotiations? In particular, what will our salaries be for 2004-2005?" (Note 2004-05 salaries and benefits were included in the items sunshined for the 2003-04 negotiations. See page 3.)

Due to the State's late budget approval timeline, monetary items have only been negotiated in earnest for 4 weeks. The AFA Negotiations Team and the District have discussed and refined other items during the summer, but we do not have enough details ironed out to share them with you.

Recall, we have always abided by the legal obligation to maintain confidentiality in our negotiations until we reach a formal agreement. At this point we

can only say that we have not reached agreement on any of our openers. We have rarely come to piece meal agreements, and when we have an MOU (memorandum of understanding) we do publish it in our *Update*. The District (and AFA) are highly sensitive about these kinds of communications and when either side has even mildly breached confidentiality there have been some very heated words during the negotiation meetings. A serious breach can absolutely ruin the outcome on a sensitive issue.

Having said all this, we do hope to come to agreement on monetary issues before the middle of September, 2004.

*(more on page 3)*

## AFA Officers for 2004-05

On May 12, 2004 at the last meeting of the Spring semester, the AFA Executive Council elected and/or appointed the following faculty to serve as AFA officers for a one-year term (except for the President, who serves a two-year term), starting at the beginning of the Fall 2004 semester. AFA appreciates the willingness of so many faculty — regular and adjunct — to work on behalf of all faculty to continue to improve working conditions and terms of employment.

- President: Janet McCulloch, English
- Vice-President: Carol Ciavonne, English\*
- Secretary/Treasurer: Ann Herbst, Mathematics
- Conciliation/Grievance Officer: Phil Forester, English
- Chief Negotiator: Deborah Sweitzer, Applied Technology
- Negotiator: Carol Ciavonne, English\*
- Negotiator: John Daly, Counseling
- Negotiator - Data: Courtenay Anderson, Chemistry
- Negotiator - Research: Ted Crowell, Philosophy & BOT\*
- Communications Officer: Andrea Proehl, Library
- Web Master: Courtenay Anderson, Chemistry

\* = Adjunct faculty

### AFA Office hours

Monday – Thursday: 8:00 a.m. – 3:00 p.m.

Friday: 9:00 a.m. – 12 noon

(707) 527-4731 • Fax: (707) 524-1762

e-mail: [afa@santarosa.edu](mailto:afa@santarosa.edu)

web site: [www.santarosa.edu/afa/](http://www.santarosa.edu/afa/)

The AFA office is located in Analy Village  
(at the south end of the Bech parking lot)  
in Building A, Room 649  
(right next door to the Copy Center).

### AFA/District Contract available online at [www.santarosa.edu/afa/](http://www.santarosa.edu/afa/)

A complete copy of the current AFA/District Contract, including salary schedules, can be easily accessed on AFA's web site, where you can also find AFA *Updates* and other publications, Council members' contact information and photos, various application forms, and other useful information related to SRJC faculty issues. Send an e-mail to [afa@santarosa.edu](mailto:afa@santarosa.edu) or call the AFA office at 527-4731 if you have suggestions for additions to the web site.

### AFA Executive Council Fall 2004 Semester Meeting Schedule

The AFA Executive Council meets regularly on the second and fourth Wednesdays of the month from 3:00 – 5:00 p.m., in the Oak Room. All faculty are welcome to attend the meetings. Members' concerns are handled as the first item on the agenda.

If you have a concern that you would like the Council to address, but you are unable to come to a meeting, call the AFA office at 527- 4731, send an e-mail to [afa@santarosa.edu](mailto:afa@santarosa.edu) or contact any Council representative (see page 4). Council meetings for the Fall 2004 semester are scheduled as follows:

August 25	October 27
September 8	November 10
September 22	November 24
October 13	December 8

The agenda for the upcoming meeting and contact information for Council members are posted on the AFA web site.

## Join AFA!

Only AFA members are eligible to vote on what should be approved for inclusion in the Contract; respond to member-only surveys that guide what should be negotiated; elect representatives to serve on the Executive Council (the policy body of AFA); and run for a seat on the Council.

Dues are a modest 0.4% of your gross earnings. If you are not a member, you will still be paying an amount equal to the dues (0.4% of your gross pay) as your Fair Share Service Fee. Why not join? Application forms are available on the AFA web site or by request from the AFA office.

## Early Retirement Option Application Due October 1

Regular faculty who are at least 55 but younger than 65 years of age, and have completed the equivalent of a minimum of 15 years of full-time employment at SRJC (five of which must have been as a regular faculty member), may be eligible for the Early Retirement Option. This option provides, upon retirement, the same medical/dental benefit package that currently employed full-time faculty receive until age 65. Upon reaching the age of 65, the retiree would then be eligible for a monthly medical/dental stipend (currently, \$84 for the retiree only and \$136.50 for the retiree and spouse or dependents). A detailed description of this retirement program is located in Article 24 of the AFA/District Contract, which can be found on the AFA web site at: [www.santarosa.edu/afa/](http://www.santarosa.edu/afa/).

Application and Agreement forms are available by request from the Human Resources Department. If you plan to retire in 2004-05, the forms must be completed and returned to Human Resources no later than October 1, 2004. If you have further questions, contact the AFA office at 527-4731 or H.R. at 527-4688.

## Negotiations Summary

For the negotiation year of 2003-04 — the session AFA and the District are currently concluding — the entire Contract was re-opened. Both the District and AFA were able to identify portions of the Contract for review and updating and, as always, adjustments to salaries and benefits were included. The following articles were identified for review:

- Article 11: Conciliation and Grievance,
- Article 14: Evaluations,
- Article 16: Hourly Assignments, and
- Article 18: Leaves.

The review is complete and proposed modifications are under discussion. Also under discussion are revisions to Article 22: Professional Development regarding a future change to Professional Development Activity Days.

The results of this process, once agreed to by both parties, become the Tentative Agreement. Upon approval by the AFA Executive Council, the Tentative Agreement is sent to the Board of Trustees and AFA membership for ratification. Once both parties to the Contract have ratified the Tentative Agreement, it becomes part of the Contract. *Deborah Sweitzer, Chief Negotiator*

## Adjunct Medical Benefits Applications due Sept. 30

The Human Resources Department recently mailed out a package re: the Adjunct Faculty Medical Benefits Program to the home addresses of all adjunct faculty actively employed this semester. If you have questions about the program, call Louise Burke in H.R. at 527-4304 or Judith Bernstein in the AFA office at 527-4731. (Note: the continuation of this program beyond September 30 is still in negotiations; however, AFA urges all eligible adjunct faculty to complete and return the forms by the deadline.)



ALL FACULTY ASSOCIATION  
Santa Rosa Junior College  
1501 Mendocino Avenue • Santa Rosa, CA 95401  
(707) 527-4731 • Fax: (707) 524-1762

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## All Faculty Association 2004-05 Executive Council Members & Officers

### AFA Executive Council Members

Janet McCulloch, English, <i>President/Negotiator</i>	527-4494	jmcculloch@santarosa.edu
Carol Ciavonne, English, <i>Vice-President/Negotiator*</i>	527-4597	cciavonne@santarosa.edu
Ann Herbst, Mathematics, <i>Secretary/Treasurer</i>	527-4732	aherbst@santarosa.edu
Deborah Sweitzer, Applied Tech., <i>Chief Negotiator</i>	527-4634	dsweitzer@santarosa.edu
John Daly, Counseling, <i>Negotiator</i>	527-4689	jdaly@santarosa.edu
Andrea Proehl, Library, <i>Communications Officer</i>	527-4904	aproehl@santarosa.edu
Alix Alixopulos, Social Sciences *	527-4999, vm 5146	ahellas@aol.com
Cheryl Dunn, College Skills (Petaluma)	778-3965	cdunn@santarosa.edu
Jim Elrod, Counseling (Petaluma)	778-3924	jelrod@santarosa.edu
Peggy Goebel, Health Sciences	527-4290	pgoebel@santarosa.edu
Johanna James, Computer & Information Sciences	527-4835	jjames@santarosa.edu
Michael Ludder, Social Sciences *	527-4999, vm 5215	mludder@santarosa.edu
Joel Neuberg, Agriculture & Natural Resources *	527-4999, vm 2399	jneuberg@santarosa.edu
Greg Sheldon, Counseling	527-4689	gsheldon@santarosa.edu
Doris Tolks, Counseling	522-2898	dtolks@santarosa.edu
Linda Weiss, Art *	527-4999, vm 5141	lweiss@santarosa.edu

### Other Appointed Positions

Phil Forester, English, <i>Conciliation/Grievance Officer</i>	527-4453	pforester@santarosa.edu
Courtenay Anderson, Chemistry, <i>Negotiator</i>	527-4656	canderson@santarosa.edu
Ted Crowell, Philosophy/BOT, <i>Negotiator *</i>	527-4999, vm 5121	ecrowell@santarosa.edu

### AFA Office Staff

Judith Bernstein, <i>Office Manager</i>	527-4731	jbernstein@santarosa.edu
Loretta Kelly, <i>Bookkeeper</i>	527-4731	lkelly@santarosa.edu
Jennifer Nelson, <i>Student Assistant</i>	527-4731	

\* = Adjunct faculty