



UPDATE

April 12, 2006

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

Tentative Agreement Reached!

After a very difficult year of negotiations, AFA and the District have reached Tentative Agreement (T.A.) on the Contract for the 2005-06 year, with AFA Executive Council approval at their meeting held on April 5 and Board of Trustees approval at their meeting held on April 11. A General Meeting of AFA members is scheduled for Wednesday, April 26, from 3:00 p.m. to 4:00 p.m. in the Oak Room 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 mail room by 5:00 p.m., Tuesday, May 9. Ratification results will be announced in an AFA *Update* and posted on AFA's web site.

If AFA members ratify the T.A., then the revised Articles included in the T.A. will become part of the 2005-06 AFA/District Contract. In addition, a salary increase of 3.00% 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 3.00% increase for the prior nine months (retroactive to August 12, 2005 — the beginning of the 2005-06 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 3.00% increase for the prior nine months (retroactive to August 12, 2005 — the beginning of the 2005-06 academic year). The new 2005-06 salary schedule will be in effect for Summer 2006.

Effective the beginning of the 2006-07 academic year, an additional 1.518% will be added to the new

2005-06 salary schedule. (This will be the starting point for 2006-07 salary negotiations.)

Terms of the Tentative Agreement

The interests that informed this series of negotiations include:

AFA: The primary interest of AFA for the 2005-06 year is the implementation of the provisions of the Contract for salary adjustment.

AFA: Complete 2005-06 salary negotiations before starting on 2006-07 negotiations.

District: The primary interest of the District for the 2005-06 settlement is to maintain fiscal solvency into the future, especially as we contemplate road closures and further enrollment decreases.

Both: To prevent the potential downward spiral that could occur if the enrollment decrease becomes institutionalized. The College suffered an enrollment decline of about 2.6% in 2004-05. To make up the loss, FTES were transferred from Summer 2005. Transferring FTES only defers the problem for one year, however. In an attempt to regain lost enrollment the College added \$900,000 of new funding for additional sections in the 2005-06 budget and it plans to add a further \$500,000 in 2006-07. The funds were intended to support the attempt to grow, but it appears, based on results to date, that we will not grow in 2005-06. If we do not, we will suffer \$1,400,000 in

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All Faculty Association General Meeting

Review and discussion of the
Tentative Agreement

Wednesday, April 26
3:00 – 4:00 p.m.
Oak Room

All faculty are invited.

Agreement *(continued)*

lost revenue in 2006-07. We are budgeting 1% growth in 2006-07, but if that is not achieved we will suffer a further \$1,000,000 in revenue decline in 2007-08 for a total decline of \$2,400,000. (Note: The \$900,000 in this year's budget, and the \$1,400,000 in next year's budget, is an "insurance policy" for the future. We pay more now to ensure that we will not be negatively affected in the future. If enrollment drops, State funding drops, and we are all in trouble because the downward spiral begins.)

AFA and the District have agreed to the following terms for the conclusion of the 2005-06 negotiations:

1. Salary Adjustment:

- 3% salary adjustment will be made retroactive to the beginning of the Fall semester.

In addition,

- 1.518% will be added to the salary schedule effective July 1, 2006 as a part of the 2005-06 salary settlement. Total 4.518%.
- Note: The July 1 adjustment will be implemented assuming that, for the 2006-07 year, the State COLA is not less than 5.18% and the SRJC portion of Equalization Funds are not less than \$1.25 million. In addition, either the targeted 1% growth for 2005-06 must be achieved, OR an additional \$1 million of equalization funds must be available and allocated for growth for the 2007-08 academic year.

2. Salary: AFA and the District agree to develop an alternative Rank Ten methodology to be used for determining salary adjustments for 2006-07 and beyond.

3. Benefits Regular Faculty: The existing benefit plans paid for by the District will continue until at least December 31, 2006. Adjustments to the plans may be considered for implementation at that time that requires greater user participation in the cost of the benefits. Information about proposed changes will be published in advance of any change. If at that time the existing health benefits plans change, there will be a new open enrollment period.

4. Benefits Adjunct Faculty: The existing Adjunct Faculty Benefit Program will continue, with funding provided through the State program (and AFA, unless additional funds are made available from the State), until at least December 31, 2006. Adjustments to the plans may be considered for implementation at that time that requires greater user participation in the

cost of the benefits. Information about proposed changes will be published in advance of any change. If at that time the existing health benefits plans change, there will be a new open enrollment period.

5. Benefits: For the period from January 1, 2007 – June 30, 2007, the District agrees to fund Regular faculty medical benefits at the 2005-06 cost, plus the State COLA for 2006-07, adjusted to accommodate net new faculty members. AFA and the District agree to investigate practical methods to achieve health benefits cost containment and to attempt to address any funding gaps that may arise between the funding available from the District/State and the cost of the programs for both Regular and Adjunct Faculty.

6. Other Issues:

A. Modification to Article 16: Hourly Assignments, to formalize the Adjunct Faculty One-Year Agreement, changing it from a Pilot Project to a voluntary program.

B. Modification to Article 22: Professional Development, to continue the Flex Pilot Project for an additional year, with modifications, if any, finalized in a Memorandum of Understanding prior to July 1, 2006.

C. Modification to Article 27: Salary Placement, to include in Class D (currently Ph.D., Ed.D. and J.D.) medical doctors (M.D.), dentists (D.D.S.) and veterinary doctors (D.V.M.).

D. Addition to Article 32: Workload, to include a Pilot Project to develop a new option for Medium-Sized Lecture Classes with additional faculty loading for classes of at least 70 students.

E. Contingency funding: If additional funding is available from any other source (such as greater than budgeted ending fund balance), or any new funds (one-time or ongoing) from the State (including 2006-07 equalization funds greater than \$1.25 million, redistributed growth funds from 2005-06, new adjunct faculty funding, or funding related to court settlement of Prop. 98 back-funding), AFA and the District together will consider appropriate uses for that funding.

F. Growth: AFA and the District agree to work together to address the concerns of declining enrollment.