

**ALL FACULTY ASSOCIATION
GENERAL MEETING MINUTES**

May 14, 2008

(Approved by the Executive Council on August 27, 2008)

Executive Council members present (noted by *):

*Warren Ruud, presiding	*John Daly	*Reneé Lo Pilato	*Andrea Proehl
*Alix Alixopoulos	*Cheryl Dunn	*Janet McCulloch	*Greg Sheldon
*Lara Branen-Ahumada	*Johanna James	*Michael Meese	*Mike Starkey
*Paula Burks	*Michael Kaufmann	*Dan Munton	*Linda Weiss

Also present: AFA Officers & Negotiators: Ted Crowell, Ann Herbst, Deborah Sweitzer;
AFA Council member-elect: Joyce Johnson
Faculty: Barbara Croteau, Greg Granderson, Lynn Harenberg-Miller,
Michael Ludder, Nancy Persons, Cheryl Redmon, Karen Stanley,
Tad Wakefield, Nora Wheeler, Lynda Williams, Breck Withers;
AFA Office Staff: Judith Bernstein, Candy Shell

The meeting was called to order at 3:07 p.m.

DISCUSSION ITEMS

1. Negotiations Update. Copies of the document entitled *May 9, 2008 Tentative Agreement/Changes to the Contract* were distributed to those present. Deborah Sweitzer and Warren Ruud reviewed the changes and responded to questions.
 - Article 10: Benefits. Language that is no longer relevant was eliminated, and some paragraphs were reorganized. The medical coverage year now begins October 1 of each year (instead of January 1). The two active and comparable medical plans were identified: the SISC Blue Shield plan and the Kaiser plan. Detailed information is available through the Human Resources Department. The existing plans will be in effect through September 30, 2009. The District has agreed to pay for any future cost increases at the rate equal to the State COLA. Should the difference be greater than the State COLA, that difference may be negotiated by mutual agreement. Information about reimbursements for out-of-pocket co-payments was updated. The Medicash option will no longer be available for new employees, and new information at the end of the paragraph was added to remind faculty members that they would need to consider their Medicash and medical plan options prior to retirement. The District will continue to fully fund medical plans for regular faculty and 50% of the medical premiums for eligible adjunct faculty. The current level of funding of medical benefits will now become part of the base amount that the District is obligated to provide. AFA's participation in cost sharing by payment of adjunct faculty medical premium was mentioned, as was the fact that AFA offered to participate in cost sharing this year by eliminating life insurance and discussing the elimination of vision insurance. The District postponed any decision on those two items, however, pending additional research. The Adjunct Faculty Medical Benefits Program, which is negotiated on a yearly basis, will also

continue through September 30, 2009. Adjunct faculty members are required to pay 50% of the premium plus any amount over the cap. Lastly, reference to a Foundation account that is no longer relevant was eliminated.

- **Salary Schedules:** The three benchmarks from AFA's 2008 Salary Study were identified (C-1, C-16, and C-28 on the Annual Contract Schedule). The steps between Step 1 and Step 16 are equally divided by dollars, as are the steps between Step 16 and Step 28. Column D is 2% greater than Column C, Column C is 6% greater than Column B, and Column B is 6% greater than Column A. Since Step 1 was furthest away from Rank 10, that step received the largest percentage increase. The three "Basic Aid" Districts, which receive no funding from the State, are not included in the salary comparison ranking. There was brief discussion about salary data collected by Alan Fry, which shows SRJC at a much lower average ranking in the State. Warren Ruud noted that Mr. Fry's data is self-reported and unverified. He may also be using head counts, which include faculty on pre-retirement reduced workloads, which would lower the average. AFA's data is based on published district salary schedules. There was also brief discussion about Career Development College Preparation (CDCP) courses. The governor has found the need to articulate credit with non-credit, and has supported this initiative with money that increases the rate of revenue. These CDCP courses were formerly paid at a non-credit rate, but will now be paid at the CDCP rate, which is higher than the non-credit rate but lower than the credit rate. Every course, including its curriculum and a pathway to fit into, will have to be specifically approved by the State Chancellor's Office. (Last year, AFA surveyed non-credit faculty teaching CDCP courses. After collecting and analyzing the data, we realized that there was no trouble in justifying the higher workload factor.) Finally, it was noted that all of the salary schedules are linked. For example, every faculty member at Step 1 on the Annual Contract schedule and/or on any of the hourly assignment schedules will receive a 1.94% increase.
- **Article 3: Association Rights:** AFA reassigned time was removed from the AFA College Service and Technology Training Fund (ACSTT), and it was verified that ACSTT funds could be used to fund adjunct faculty health benefits. In addition, AFA agreed that the District has fulfilled its obligation to pay back the postponed sabbatical leaves from several years ago. (In 2003-04 when there were mid-year budget cuts, AFA agreed to postpone the Sabbatical Leave Program and agreed to take our repayment at the rate of one per year over 16 years.) The cover letter to the TA explains that AFA used those funds in negotiations this year. In answer to a question about sabbaticals, it was noted that the regular Sabbatical Leave Program has not been touched — the total number of sabbaticals is still calculated at 4.5% of FTEF plus 2. The terms of this TA have no impact on the number of years between a person's sabbaticals, as that number changes every year depending upon who decides to take a sabbatical in any given year.
- **Article 25: Sabbatical Leave.** Minor edits were made to this article.

- Article 26: Salary Schedule Development. Although AFA is not anticipating a COLA in 2008-09, we wanted to make sure that if there were to be one, faculty would end up with a share of it. Since the Chancellor's Office is "deficitting" or reducing the amount of revenue they are giving to community college districts by some percentage points, AFA and the District agreed that they would apply that deficit to the COLA before the 0.5% negative adjustment is applied. Also in this article, the Career Development College Preparation (CDCP) hourly salary schedules are identified and defined. The construction of the CDCP schedule was modeled on the other hourly assignment schedules. There is only one difference between these schedules: since CDCP is a special funding item from the State, if the State increases, reduces or eliminates it, the CDCP schedule would then be modified accordingly. Salary enhancement funds from the State would also apply to the CDCP schedules, in the same way that they apply to the lecture, lab and non-credit schedules.
- Article 27: Salary Placement. Minor edits were made to this article.
- Article 31: Working Conditions: The District will be providing every faculty member with an Outlook e-mail account. Those faculty with Outlook accounts will be required to maintain these accounts. There will be a transition period for faculty to begin using these new accounts on a regular basis. AFA has been assured that the SRJC system is capable of handling the increased load.
- Article 32: Workload: The Workload chart on page one of this article will now include the CDCP hourly load factors (FTE = 21.5 hours per week).
- Memorandum of Understanding (MOU) re: CDCP. Stipends for CDCP courses were awarded in 2006-07 and 2007-08, because an agreement about the workload factor adjustment hadn't been reached yet. This MOU describes the manner in which the stipends were calculated, and the language from the MOU will be incorporated into the Contract.
- Memorandum of Understanding (MOU) re: Flex Program. There were a few revisions to the language describing the Flex Program, including changing the word "must" to "may"; referencing the absence form, when appropriate; clarifying that the adjunct faculty Flex obligation is determined by the teaching schedule; and noting that regular faculty do not have a Flex obligation for overload courses. The language from this MOU will also be incorporated into the Contract.
- Question-and-Answer Period.
 - *How much will the District need to repay to the State as a consequence of the over-enrollment reporting "fiasco"? When the time comes to pay up, why not take the money out of the reserves? The State provides for a three-to-four-year period of time to resolve the matter. The money is "still on the table."*
 - *What has the District done to maintain costs since the last budget crisis? There has been very little evidence of any belt-tightening. The District has made*

efforts to constrain costs across the board. Any suggestions for further belt-tightening by the District may be passed along to AFA and it will bring these items to the attention of the District.

- *How much did faculty salaries fall behind by not arriving at a settlement in 2006?* The fact that faculty didn't achieve rank 10 in one year doesn't affect this year. Every year is based on the current Salary Comparison Study (a snapshot taken as of December 15). The previous benchmarks don't roll from year to year. COLA is only applied after we adjust to Rank 10; it prepares us to be in Rank 10 the next year, because of the COLA-less-0.5% adjustment.
- *What is the status of Social Security as an option for adjunct faculty?* AFA first heard about this new option after the sunshine list for 2008-09 had already been finalized and approved. We need to survey faculty and do research.
- *What planning is being done for the future of medical benefits?* The next 15 months are safe for regular faculty benefits. AFA surveyed faculty last year and used the feedback in this year's negotiations. There are still other options to explore.
- *Has AFA done a study regarding how many years the increase in cost of medical benefits has exceeded COLA? COLA isn't keeping pace with the cost of health benefits — we could find ourselves in a squeeze in 10-15 years. Salary is not the only pay faculty receive — our fringe benefits are not taxable and that makes a difference.* COLA is not keeping up with the cost of gas or food, either. AFA has gotten a clear message from faculty that they are not interested in cost sharing; however, it's a delicate balance act — AFA doesn't want to erode faculty salaries. Due in large part to AFA's efforts over the past six years to encourage the District to join a JPA, SRJC has joined SISC, which has blended our experience with that of 250,000 people. In comparison to previous cost increases from Health Net, SISC's cost increases have been consistently much lower (between 3 and 8%). AFA has also realized that vision coverage could be reduced without a significant impact on SRJC employees, since certain services (e.g., ophthalmology) are included in both Kaiser and Blue Shield's medical benefit plans (excluding the cost of the glasses, themselves). Also, life insurance can be obtained relatively inexpensively through other means. (The FACCC Web site has information about life insurance available to FACCC members at very reasonable rates.)

At the conclusion of the General Meeting, AFA members thanked the AFA Negotiations Team.

The meeting was adjourned at 3:50 p.m.

Minutes submitted by Judith Bernstein.