



UPDATE

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

Tentative Agreement Facts

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Michael Kaufmann; Janet McCulloch, President; Warren Ruud

AFA would like to present a few facts from this year’s Tentative Agreement (TA) with the district for your consideration. See below for a summary of the salary and benefits elements of this TA. Full documentation is posted on the AFA web site: www.santarosa.edu/afa. Please note:

- The existing methodology for structuring the salary schedules results in major inequities. Currently the “bottom” (lower) Steps and “top” (upper) Steps are below Rank 10 plus COLA less 0.5%, while the middle Steps are at or above Rank 10 plus COLA less 0.5%. For example, using our OLD salary method for 2007-08, only 32.1% of all faculty would be at, or within 1% of, Rank 10 plus COLA less 0.5%. SEE TABLE BELOW.
- The proposed salary schedule restructuring will take three years to fully implement, from 2006-07 to 2008-09. This academic year is year 2 of the 3 years.
- There is a salary increase for EVERY faculty member for BOTH 2006-07 and 2007-08 – the years covered by this TA.
- How the benefits programs are purchased remains unchanged for 2007-08, for both Regular and Adjunct faculty: fully paid Medical plan for Regular faculty and 50% paid Medical plan for eligible adjunct faculty.
- Note: Due to joining the Self Insured Schools Consortium (SISC) there will be a substitution of a portable Blue Shield plan for the existing HeathNet plan. Information regarding the plans available to faculty will be distributed shortly, with an open enrollment period scheduled for September-October.

Faculty and Salary Status at Rank 10 plus COLA less 0.5%		
Relationship to Rank 10, + COLA less 0.5%	07-08 Schedule By OLD method	07-08 Schedule By NEW method
Above or within 1%	32.1%	69.3%
1-4% below	64.9%	30.3%
> 4% below	3.0%	NONE

SALARIES AND SALARY SCHEDULES (See *Benefits* on other side)

Objectives of Salary Schedule Restructure:

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| <ol style="list-style-type: none"> 1. Improve the “bottom”, lower, Steps of the Salary schedule to help attract talented and experienced new faculty – both Regular and Adjunct. This adjustment primarily benefits Adjunct faculty because there are more Adjunct faculty on the lower Steps of the Salary Schedule. 2. Improve the “top”, upper, Steps of the Salary Schedule to recognize the value of contributions made by long-term Regular faculty. | <p>This adjustment benefits Regular faculty by increasing their STRS retirement benefits – for the rest of their lives...</p> <ol style="list-style-type: none"> 3. Implement more than a single comparison point to help equalize the Steps on the Salary Schedule to get more Faculty closer to Rank 10 plus COLA less 0.5%. 4. Institute a two year transition plan (2006-07 and 2007-08) to prepare for full implementation of the new methodology for 2008-09. |
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IMPACT OF TA ON SALARIES:

1. **RETROACTIVE Salary INCREASE for 2006-07 Academic Year for ALL faculty:** First Transition Year – Year 1
 - Faculty receive regular Step progression increases.
 - Top and bottom Steps receive a bigger increase because they are furthest from Rank 10 plus COLA less 0.5%. Middle Steps receive a smaller increase because they are closer to, or exceed, Rank 10 plus COLA less 0.5%.
 - It is anticipated that 2006-07 retroactive checks would be issued in October.
2. **Salary INCREASE for 2007-08 Academic Year for ALL faculty:** Final Transition Year – Year 2
 - Faculty receive regular Step progression increases.
 - Top and bottom Steps receive a bigger increase because they are furthest from Rank 10 plus COLA less 0.5%. Middle Steps receive a smaller increase because they are closer to, or exceed, Rank 10 plus COLA less 0.5%.
 - Retroactive checks for the first part of the academic year probably would be issued in November.
3. **Salary INCREASE for 2008-09 Academic Year for ALL faculty** (after this year’s negotiations):
 - Full implementation of the new salary schedule structure.
 - Faculty receive regular Step progression increases.
 - Steps 1, 16 and 28 adjusted to Rank 10 according to 2007 AFA Salary Study, which will be completed in December, 2007, and the Salary Schedule is structured according to the new formula. Then COLA less 0.5% is applied to each newly structured Step.

BENEFITS (See *Salaries and Salary Schedules* on other side)

IMPACT OF TA ON BENEFITS:

1. **2007-08 Academic Year: NO CHANGE!**

- The Regular faculty benefit program continues as before, all medical plan premiums will be COMPLETELY PAID by the District.
- Adjunct medical plan is extended throughout this academic year unchanged, 50% paid by faculty member.
- AFA will educate and survey the faculty regarding benefit cost sharing.

2. **2008-09 Academic Year, and beyond**

- ANY changes to the current situation regarding benefits MUST BE NEGOTIATED.

All Faculty Association

2007-08 Executive Council Members & Officers

AFA Executive Council Members

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<i>One-semester vacancy (Fa07 sab lv rplemnt)</i>		

Other Positions

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Deborah Sweitzer, Applied Tech., <i>Chief Negotiator Officer</i>	527-4634	dsweitzer@santarosa.edu
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* = Adjunct faculty

AFA Office Staff

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Fall 2007 AFA Meetings

AFA Executive Council meetings are held on the second and fourth Wednesdays of the month from 3:00 p.m. – 5:00 p.m. Check AFA's Web site calendar for locations.

Upcoming meetings:

Sept 12	Oct 24	Dec 12
Sept 26	Nov 14	
Oct 10	Nov 28	

All faculty are welcome to attend. Members' concerns are handled as the first agenda item.

Have a concern but can't make it to a meeting? Contact any Council member (see above).

AFA Office Hours

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

Friday: 9:00 a.m. – 12 noon

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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).



ALL FACULTY ASSOCIATION

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