

## GENERAL MEETING MINUTES

May 13, 2015

(Approved by Executive Council on August 26, 2015)

Executive Councilors present (noted by \*):

*Julie Thompson, <i>presiding</i>	Paula Burks	*Sean Martin	*Matt Murray
*Filomena Avila	*Terry Ehret	*Molly Matheson	*MJ Papa
*Paulette Bell	*Karen Frindell Teuscher	*Jacqueline McGhee	*Margaret Pennington
*Denise Beeson	*Deirdre Frontczak	*Bud Metzger	*Michelle Van Aalst
*Shawn Brumbaugh	*Michelle Hughes Markovics	*Terry Mulcaire	

Officers/Negotiators/Appointed Positions present: Ted Crowell, Mark Ferguson, Warren Ruud

Staff members present: Candy Shell, Carol Valencia

Faculty members present (Santa Rosa): Michael Ludder, Dan Munton, Tatjana Omrcen,  
Derek Padilla, Albert Yu

Faculty members present (Petaluma): Laura Sparks, Erin Sullivan

The meeting was called to order at 4:12 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus with videoconferencing to PC#726, on the Petaluma campus.

## NEGOTIATIONS UPDATE

Warren Ruud, Chief Negotiator reported on the 2015 Tentative Agreement:

- The Tentative Agreement with the District was finalized yesterday. The ballots will go out to AFA members at 5:00 p.m. today and will include a summary of the Agreement and links to the clean and mark-up Articles.
- There were no changes to *Article 26: Salary Schedule Development* so we will have Rank 10 again this year. The overall gain will be 3.1 percent depending on the step and column. The new salary schedules were projected for attendees. Warren explained that the schedules are created using the methodology found in [Article 26.02](#) based on the 66 California Community College districts in our comparison group and COLA, which at this point is assumed to be 1.58 percent.
- Changes to [Article 7: Definitions](#) are mainly the new or revised definitions for Article 16.
- [Article 10: Benefits](#) has significant changes. Account Based Health Plans (ABHPs) with larger deductibles and Health Savings Accounts were added to the medical benefit options. The existing HMO and PPO plans were also retained as options. For contract faculty members, the out-of-pocket costs for premiums will also change: there will be no out-of-pocket premium cost-sharing for the Kaiser HMO plan and the new Blue Shield ABHP; and the Blue Shield PPO plan premium cost-sharing will go up over the next three years (to account for the difference in price that the District pays for this plan compared with the Kaiser HMO plan). These changes will make our health benefits sustainable into the future. More information will be provided in the fall, and the benefit year will start on Jan. 1, 2016. The Adjunct Medical Benefits Program (AMBP) will not change, but we did include language in the Agreement specifying the \$160,000/year contribution by the District to the program. The remaining funding is from enrollee contributions, the 2 percent Hourly Salary Schedule reduction, and State contributions (approximately 6-7 percent of the funding).
- Regarding [Article 14B: Adjunct Faculty Evaluations](#), the District wanted to address the backlog of adjunct faculty evaluations. There are departments where faculty members are doing an

excessive number of evaluations. With the new Agreement, after a faculty member completes three evaluations in a year (including tenure reviews), regular faculty will have the option of volunteering to complete additional evaluations for additional pay. This will be a pilot program until 2018. In addition, adjunct evaluations will now include a "SLO assessment reflection." (This is an ACCJC requirement.) This reflection will be completed using a checkbox form attached to the evaluation.

- We accomplished a complete overhaul of [Article 16: Hourly Assignments](#). Included in the new article are long-term protections for hourly faculty members in case of a recession, illness or leave. "Like Load" is now "Established Load," and the name change denotes the change in practice. In April, AFA conducted three informational workshops on the new Article and sent out the language to all faculty members last week. If you have questions about the new Article, please email Julie Thompson or AFA. Michelle Hughes Markovics will be the Art. 16 "go-to person" next year to help faculty members and chairs implement the new provisions.
- [Article 17: Job Descriptions](#) includes language about adjunct faculty participation in SLOs. The District will require adjunct faculty members to participate in SLOs only when there are no contract faculty members to complete them. If adjuncts are required to complete SLOs, they will be compensated (three hours at base pay for an "assessment assignment"; and six hours at base pay for a "lead-coordination assignment"). Any adjunct faculty members must have prior approval before completing the assessments and receiving compensation.
- [Article 18: Leaves](#) received a major overhaul that includes the new Ed Code provisions for family/personal leaves and a cleanup of the outdated provisions.
- [Article 27: Salary Placement](#) had a major tune-up last year. We are working with the District on class placements for CTE faculty and will continue negotiating this next year.
- In [Article 32: Workload](#), "load banking" was added for full-time faculty this year, and AFA is interested in negotiating further load-banking provisions. Load banking can be used to extend personal, family and sabbatical leaves. Also in Article 32, teaching assistant support was added for hybrid and certain multiple section classes.
- Items on the table not completed this year:
  - Changes to [Article 21: Professional Growth Increment](#). The District was reluctant to change this article. AFA pitched an idea where longevity would be part of the PGI credit. The revision of this article is an issue because one-third of regular faculty remain on Step 16.
  - Some progress on the four-year process of writing [Article 23: Due Process](#) was made, but ultimately we ran out of time. We're very close to completing this Article.
  - The District still wants to get rid of the Rank 10 provisions in Article 26—they say they can't balance their budget because of them.
- Questions & Answers:
  - Q: What is the process for the development of the salary schedules?
    - A: That process actually precedes AFA. The benchmarks that are used (Annual Contract Salary Schedule, Class C, Steps 1, 16, PG28) were negotiated in 2005. Once the benchmarks are determined, linear interpolation creates the remaining cells in Class C on the Contract Schedule, the other Classes are determined by fixed factor from Class C, and then the hourly Salary Schedules are determined by the linkage mechanism. We are still waiting on a change to Credit Lab Hourly Schedules based on the Senate's work and report this year.
  - Q: Why is the CDCP Hourly Salary Schedule not on the list of unfinished items?
    - A: It was not on the table this year, but we have created a sub-committee to look into it, and that committee is now waiting for requested information from the departments in order to move forward next year. The Article 3 language removed from the Contract last year was negotiated for apportionments in 2009 and no longer applies. AFA is committed to continually looking at the overall workloads throughout the college with the goal of equity for all.
  - Q: Does the District want to "de-link" our hourly and contract salary schedules?
    - A: It is something they have brought up but is something to which AFA will not agree.
- Julie expressed her appreciation for Warren for all his work on negotiations this year. She also thanked the Executive Council for their support, the Cabinet for their input, and the AFA Staff for their assistance.

- Warren asked the Council to give thanks to Julie for acting as AFA President for the last three years. She stepped up and offered to help AFA during a time of great need—and she has done an amazing job.

The meeting was adjourned at 5:04 p.m.

Minutes submitted by Carol Valencia.