



santa rosa junior college

All Faculty Association

*AFA is working for you.  
The strength of faculty working together.*

## GENERAL MEMBERSHIP MEETING MINUTES

May 12, 2021

(Approved by Executive Council on August 25, 2021)

Executive Councilors present (noted by \*):

*Sean Martin, <i>presiding</i>	*Claire Drucker	*Erica Lohne	Margaret Pennington
*Ashley Arnold	*Brenda Flyswithawks	*Matthew Martin	*Karen Stanley
*Filomena Avila	*Deirdre Frontczak	*Jacqueline McGhee	*Kat Valenzuela
*Paulette Bell	*Steven Kessler	*Bud Metzger	*Sarah Whyllly
*Shawn Brumbaugh	*Laura Larqué	*Jessica Paisley	

Councilors-Elect present: Dawn Urista, Carlos Valencia, Catherine Williams

Negotiators/Appointed Positions present: Marc Bojanowski, Mark Ferguson, Casandra Hillman, K. Frindell Teuscher, Warren Ruud

Staff members present: Carol Valencia

The meeting was called to order at 4:31 p.m., via Zoom Conferencing.

### 1. **Presentation of May 2021 Tentative Agreement (K. Frindell Teuscher, AFA Chief Negotiator)**

- The Contract term is 2019-22.
- This Tentative Agreement (TA) modifies the existing contract effective Fall 2021 by way of:
  - Changes to Contract articles
  - Signed MOUs since the May 2019 TA
- The temporary Side Letter Agreements and temporary MOUs (including those that are COVID-related) are not included in the TA since they will not be incorporated into the Contract.
- Rank 10 will be in effect which results in an average raise of 2.75% with the current 1.5% State COLA. With the May Revise and June approved budget, this percentage could change. Actual raise percentages vary by step.
- Medical benefits are unchanged for the next year because the modest cost increase was absorbed by the District.
- *Article 8: Academic Calendar.* There is a new process for developing the calendar.
- *Article 17: Special assignments.* This section of the Contract has major changes relating to the process for hiring faculty for special assignments and job descriptions for those assignments.
- *Article 22: Professional Development.* The probationary faculty college service and professional development plan has been changed and will be in effect for the new hires in Fall 2021.
- *Article 31: Electronic Security.* This new language explains what the District can and can't do with the data collected from the security system. It also requires that the District put up signs indicating where cameras are located.
- *Article 24: Retirement.* A new Social Security option for adjuncts was added. Also, retiree medical stipends went up for the first time and will eventually be tied to the Consumer Price Index.
- Items that were not included in the TA but will be negotiated next year:
  - Department rights: Department definition, department transfers, and teaching in multiple departments. (This will effect Articles 7, 13, 31). It will not affect the new ethnic studies department.
  - CE Coordinator compensation: The teams have been working on this for a long time, and we hope to finally finish it. AFA has sent several proposals to the District.

- PGI: How it is reported and tracked. AFA is seeking transparency and fairness in the process.
- K. expressed her thanks to the AFA negotiators over the last two years and AFA staff for their hard work. She also thanked the Council and Members for their support.

The meeting was adjourned at 4:55 p.m.

Minutes submitted by Carol Valencia.