



santa rosa junior college
All Faculty Association

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

EXECUTIVE COUNCIL MEETING MINUTES

May 11, 2022

(Approved by Executive Council on August 31, 2022)

Executive Councilors present (noted by *):

*Sean Martin, <i>presiding</i>	Brenda Flyswithawks	*Steven Kessler	*Carlos Valencia
*Ashley Arnold	Deirdre Frontczak	*Jessica Paisley	Kat Valenzuela
*Paulette Bell	*Laura Larqué	*Salvador Rico	Sarah Whyllly
*Leticia Contreras	*Erica Lohne	*Emily Schmidt	*Catherine Williams
*Claire Drucker	*Matthew Martin	*Ivan Tircuit	

Negotiators/Appointed Positions present: Anne Donegan, K. Frindell Teuscher

Staff members present: Stephanie Simons

The meeting was called to order at 4:30 p.m., via Zoom Conferencing.

2022 Tentative Agreement (K. Frindell Teuscher, AFA Chief Negotiator)

K. Frindell Teuscher reviewed the work accomplished by the negotiations team this semester.

- Highlights
 - New three-year contract from July 1, 2022 – June 30, 2025
 - Rank 10 Salary increase is 3.7%
 - The average changes depending on step
 - Based on the current COLA of 5.33%
 - Subject to May Revise and final state budget
 - The COLA is projected to increase to 6.5%
 - District is covering benefit cost increase for contract plans and increase to the District's 50% of the associate plan.
- Changes occurring throughout the Contract
 - Replacing the term "adjunct" with "associate"
 - Converting to gender neutral language
 - Currently approximately $\frac{3}{4}$ of the Articles have gender specific/biased language.
- Changes to Articles
 - *Article 1*: Term of the Contract – July 1, 2022 – June 30, 2025
 - *Article 7*: Added a definition of department
 - Originally an [MOU dated Jan. 28, 2022](#)
 - Protects all faculty working at the college, some of whom were working without a department
 - *Article 10*: Agreement to explore cost-containing measure for benefits
 - *Article 13*: Title change, additional departmental rights, adding the designation Career Education (CE) to clarify the provisions for coordinators, and a recalculation of the Department Chair formula (appearing in Appendix 4)
 - *Article 14B*: Renewal of the pilot program, pay for faculty members who conduct more than three evaluations in an academic year
 - *Article 18*: Details how the District will operate the catastrophic leave banking
 - *Article 21*: Permanent Spring PGI submission option with retroactive pay beginning Jan. 1, removal of old pilot program
 - *Article 24*: Taxability/1099 information related to the stipend for medical benefits for retirees
 - *Article 31*: Adding four new parts - interdepartmental transfers, privacy, intellectual property language from the Side Letter, DE working conditions.
- Priorities carrying over to next year:
 - PGI

- CE Coordinator Compensation section requires clearer language to provide fair compensation
- Faculty privacy considerations are to be expanded
- Associate faculty working conditions will have its own section
 - Working to incorporate language that requires a certain number of associate faculty the right to be invited to interviews
 - The District has agreed to guarantee building and office access to associate faculty
- Recommendations for DEIA training requirements are being reviewed by the District
- Class size recommendations from the Academic Senate will inform negotiations on official class sizes by category.
- K. expressed thanks to the AFA negotiations team (Anne Donegan, Sean Martin, Jessica Paisley, Carlos Valencia, Sarah Whyly), Council members, and AFA staff.
- Questions and Comments
 - Q: Can you show the new salary schedule? Please explain the impact of the Rank 10 formula and how it affects the steps.
 - ⇒ A: The 22-23 Rank 10 schedule will also be seen with the TA ballot (The schedule was projected for the audience). The numbers presented are the base line, and it is expected there will be an increase to the COLA with the Governor's May revise of the State Budget. (A document was shown with the percent of change at each step). If other colleges don't change much at a certain step, SRJC's steps won't change much at that step. The hourly schedules are linked to the contract schedule, which keeps associate faculty at SRJC at a higher salary than many other colleges.

Sean thanked K., and the negotiations team, the Executive Committee, and especially the Councilors for their work on behalf of AFA.

The meeting was adjourned at 4:50 p.m.

Minutes submitted by Stephanie Simons.