

GENERAL MEMBERSHIP MEETING MINUTES

May 8, 2024

(Approved by the Executive Council on 8/28/2024)

Executive Councilors present (noted by *):

* Sean Martin, <i>presiding</i>	* Brenda Flyswithawks	* Venona Orr	* Ivan Tircuit
* Ashley Arnold	* Amanda Greene	* Jessie Paisley	* Carlos Valencia
* Marc Bojanowski	* Steven Kessler	* Salvador Rico	* Sarah Whyllly
* Bitu Bookman	* Dawn Lukas	* Emily Schmidt	Patsy Young
* Wayne Downey	* Siobhan McGregor-Gordon	* Christie Soldate	

Negotiators/Appointed Positions present: K. Frindell Teuscher, Mark Ferguson

Councilors-Elect present: Anne Donegan, *President-elect*

Staff members present: Stephanie Simons

The meeting was called to order at 4:31 p.m. in Bertolini 4734, on the Santa Rosa campus and via Zoom conferencing.

2024 Tentative Agreement (K. Frindell Teuscher, AFA Chief Negotiator)

K. Frindell Teuscher reviewed the work accomplished by the negotiations team this year. K. noted 2024-25 is the last year of the current contract. The changes in the 2024 Tentative Agreement (T.A.) were the last changes for the 2022-25 contract term.

• Highlights

- Rank 10 Salary increase of 3.3%. The COLA of 0.76% was reflective of what other districts received last year due to Rank 10.
 - This is an average that depends on the Step.
 - It is subject to the governor's May Revise and final state budget.
 - The faculty share the COLA with the District, and as a result, the District does not ask for concessions on other points, such as reduced benefits.
 - The new salary schedule document was shared with the membership.
- Healthcare updates and changes.
 - Fully paid healthcare for associates with 40% load continues.
 - The District absorbed the significant cost increase for the Kaiser Permanente plans, but next year will require cost sharing.
 - Due to the cost differential, the Blue Shield plan premiums dropped slightly.

• Changes

- Article 3: Association Rights.
 - The committee list was updated following changes made by the District.
- Article 10: Benefits.
 - The fully paid associate health care continues.
 - The cost increase for the Kaiser Permanente plans was absorbed by the District.
 - There was a slight cost sharing decrease for the Blue Shield plans.
- Articles 14A and 14B: Faculty Evaluations.
 - A section of the self-assessment requires an evaluatee to reflect on DEIA.
 - Effective 2025, evaluation teams must undergo training within the past 12 months. The training will address the contract, Ed. Code and best practice.
 - Language relating to payment for more than three evaluations was updated.

- Article 16: Hourly Assignments.
 - The contract faculty established load for hourly assignments was capped at 40%.
 - If additional load is available, contract faculty can have more than 40% hourly load.
 - Contract faculty do not need permission to perform more than 40% hourly load, if it is available.
 - The cap also applies to summer assignments.
 - Q: If a contract faculty member wants to teach more than 127%, do they no longer need permission?
 - ⇒ A: The District can assign contract load up to 127%. Contract load in excess of 127% can be assigned by mutual agreement between the faculty member and District. The changes to Article 16 are referring to hourly load. A contract faculty member could teach up to 200% if all parts are added together.
- Article 17: Job Descriptions.
 - A small change to the SLO assignments section requires all SLOs in a course must be assessed.
- Article 30: Tenure Review.
 - A required training for tenure review teams was added.
 - The self-assessment/duty assessment must reflect on DEIA. See the T.A. for specifics (http://afa-srjc.org/tentative_agreement.shtml).
- Article 31: Working Conditions. Changes focused on associate faculty working conditions.
 - The associate laptop pilot program load threshold was lowered to 27% online or hybrid load, making approximately 40% of associate faculty eligible. The pilot status was removed.
 - New associate faculty will be eligible for paid orientation (2 hours of general orientation + 1 hour of department specific content). The majority of content will be professional development, with a component from the District and AFA.
 - Q: Is the orientation only for incoming faculty?
 - ⇒ A: AFA wants it to be for anyone who is relatively new, but the District must be consulted for clarification.
- Article 32: Workload.
 - Language defining pay for performing more than three evaluations was moved to this article.
 - Includes the addition of pay for SLOs; there will be one hour of pay for each SLO, up to five, and remain in place until 2029 when the accreditation cycle ends.
 - Q: What if a CoR has 6 SLOs?
 - ⇒ A: You only get paid for five. It used to be three.
- Appendix 5: Credit Lab Tiers. Some placements were fixed, via appeal, and some exceptions were added.
- Appendix 6: Special Assignments. Some special assignments were removed, and some were moved to different categories, including the short-term grant funded category (<http://afa-srjc.org/forms.shtml>).
- 2023-24 MOUs. K. explained that there were three MOUs this year. MOUs are not preferred because they do not allow the faculty to vote on them individually. They are used to affect immediate change. The MOUs are incorporated directly into the final contract (<http://afa-srjc.org/mou.shtml>).
- Article 31: Working Conditions (CCAP).
 - College and Career Access Pathways (CCAP) addressed dual enrollment teaching in the high schools. Language was created to be very protective of faculty rights, guaranteeing academic freedom and paid orientation.
- Special Assignment: Forensics Program Coordinator.
 - It was agreed the faculty member assigned to this role receives 40% load.
- Article 24: Retirement.
 - The health care stipend to pay for Medicare Part B was revised to align with tax codes.
- 2024-25 negotiations priority list:
 - Article 32: Class Size

- Article 26: CDCP Salary. CDCP pay parity is currently at 71%. AFA is working to make this pay the same as the A-1 lecture rate.
- Article 17: Head Athletic Trainer Job Description
- Article 31: Minimum use of District LMS
- Appendix 6: Special Assignments. Updates and additions to special assignment job descriptions.
- Automatic openers: 1, 7, 8, 10, 17, 26, 31
- Contact the AFA office or an Executive Council member to offer suggestions for future negotiations. Articles are opened in August and September. The proper path to initiate change is through AFA. Do not go to your Dean or the District.
- Thanks to:
 - The Negotiations Team: Sean Martin, Siobhan McGregor-Gordon, Emily Schmidt, Carlos Valencia, Mark Ferguson
 - The Executive Council
 - AFA Staff
 - The District's stellar negotiator, Josh Adams & the entire District Team.
- The T.A. summary was made available in plain text and graphic format at http://afa-srjc.org/tentative_agreement.shtml.
- Sean offered thanks and gratitude to the Negotiations team, commending K. Frindell Teuscher for her tireless dedication.
- The Council unanimously agreed to present the T.A. to the Membership.
- The T.A. and ballots were released at 5pm.

The meeting was adjourned at 4:59 p.m.

Minutes submitted by Stephanie Simons.