

# ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

## Summary of AFA negotiations, 2024-2025

Below is a summary of AFA's contract negotiations with the District in for 2024-2025, including a summary of the Tentative Agreement. AFA has prepared this summary for its membership.

### I. 2025-26 Faculty Salary

**Article 26: Salary Schedule Development.** The 2024-25 faculty salary schedules, effective Fall 2025, reflect an average overall increase of 3.03 percent from the 2024-25 salary schedules. (Specific increases vary by step.) The tentative 2025-26 salary schedules can be found at the end of this document.

### II. Summary of the Tentative Agreement

The AFA and District Teams have successfully negotiated a Tentative Agreement for 2025. The AFA Executive Council recommends that the AFA membership ratify this agreement. If the AFA membership approves this Tentative Agreement, the following revisions would be applied to the new 2025-28 AFA-District Contract. The current contract language and proposed revised contract language (which comprises the 2025 Tentative Agreement) can be found in the next section of this document.

**Article 1:** The term of the new contract is three years, from July 1, 2025, through June 30, 2028.

**Article 8:** Provisions for negotiation of the faculty work calendar will be moved to Article 31, Working Conditions. This article will now refer readers to Board Policy for parameters for creation of the Academic Calendar.

**Article 10:** AFA and the District agreed to settle by July 1, 2025, on measures to help address the 2025-26 increase in health benefit premiums. AFA has an interest in minimizing the financial impact on our members while meeting the terms of the agreement to negotiate such measures, which can be found in section 10.04 of the current contract.

**Article 17:** A job duty category has been created for Counseling and Disability Resources faculty members whose assignments require coordination duties that necessitate release from student contact time. AFA and the District will begin next year to codify the job duties, selection process, and amount of release time for these assignments, which will be tabulated in Appendix 6.

**Article 31:** The provisions for negotiating the faculty work calendar will be moved to this Article from Article 8. The provisions are unchanged.

Working conditions at non-District sites are guaranteed to meet a minimum standard, and the District is responsible for solving issues with off-site working conditions as they arise, with input from faculty members. Faculty members performing assignments at non-District sites will be provided with a list of room equipment prior to completion of the scheduling process.

Provisions for faculty members performing assignments at correctional facilities are incorporated into this Article. The provisions were developed in a 2023 Side Letter between AFA and the District.

**Article 32:** A new compensation structure for CDCP courses has been negotiated. Similar to the Laboratory Workload Factor Tiers, CDCP courses will be compensated according to various levels of workload at load factors 1.0, 0.80, and 0.697. Descriptions of the workload tiers can be found in the TA. The new workload factors will be fully implemented in Fall 2026.

The Extended Lecture program has been modified to provide additional compensation for class sizes in between the previous workload factor levels. Extra load will start at a class size of 60 students with a workload factor of 1.25. Additional steps with 1.75 and 2.25 load factors have also been added.

AFA and the District were not able to make agreements on standard class enrollment caps due to conflicting interests. At the recommendation of the Academic Senate, AFA's interest is to lower standard class caps into 6 categories. The District's interest is to meet a certain productivity level that could only be achieved by raising class caps. The teams will continue these negotiations in the coming years.

Participatory governance committee co-chairs will be required to attend a compensated, two-hour training each year. Faculty members of college council will be compensated for their participation in assisting the District with leading the training.

**Appendix 4:** A December 2024 MOU finalized the split of the Counseling and EOPS Department into two separate departments, Counseling and EOPS Counseling. As such, the reassigned time for each separate department has to be calculated and tabulated in Appendix 4.

**Appendix 6:** Negotiated Special Assignments for the Curriculum Committee Faculty Co-chair and the IGNITE Faculty Coordinator have been added.

## Text of the 2025 Tentative Agreement

The Tentative Agreement comprises the negotiated revisions that will be incorporated into the new 2025-2028 AFA-District Contract, which are provided in Table 1, below.

The current AFA-District Contract is at <http://afa-srjc.org/articles.shtml>.

The approved 2024-2025 Memoranda of Understanding can be found in Table 2, below, and at <http://afa-srjc.org/mou.shtml>.

### TABLE OF ARTICLES

Article 1	Clean: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art1_clean.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art1_clean.pdf</a> Markup: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art1_markup.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art1_markup.pdf</a>
Article 8	Clean: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art8_clean.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art8_clean.pdf</a> Markup: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art8_markup.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art8_markup.pdf</a>
Article 10	Clean: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art10_clean.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art10_clean.pdf</a> Markup: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art10_markup.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art10_markup.pdf</a>
Article 17	Clean: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art17_clean.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art17_clean.pdf</a> Markup: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art17_markup.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art17_markup.pdf</a>
Article 26	Clean: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art26_clean.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art26_clean.pdf</a> Markup: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art26_markup.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art26_markup.pdf</a>
Article 31	Clean: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art31_clean.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art31_clean.pdf</a> Markup: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art31_markup.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art31_markup.pdf</a>
Article 32	Clean: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art32_clean.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art32_clean.pdf</a> Markup: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art32_markup.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Art32_markup.pdf</a>
Appendix 4	Clean: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Appdx4_clean.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Appdx4_clean.pdf</a> Markup: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Appdx4_markup.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Appdx4_markup.pdf</a>
Appendix 6	Clean: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Appdx6_clean.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Appdx6_clean.pdf</a> Markup: <a href="http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Appdx6_markup.pdf">http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/Appdx6_markup.pdf</a>

### MOUs, 2023-2024 : (also found at <http://afa-srjc.org/mou.shtml>)

October 5, 2024	<a href="#">Head Athletic Trainer Job Description</a>
November 12, 2024	<a href="#">Special Assignment: IGNITE Coordinator</a>
November 15, 2024	<a href="#">Special Assignment: Curriculum Review Committee Faculty Co-Chair</a>
December 2, 2024	<a href="#">Dissolution of the Counseling and EOPS Department</a>

### **III. Ongoing Negotiations from 2024-25 to 2025-26**

The following items were sunshined or discussed at the table but not completed in 2024-25. They will remain open for negotiation in 2025-26.

**Article 11:** AFA and the District will work on a revision to the grievance and conciliation process in order to ensure that faculty members' contractual concerns are addressed in a fair and timely manner.

**Article 17:** Job Descriptions and Special Assignments. AFA and the District will continue codifying job duties for previously unnegotiated Special Assignments (see Appendix 6).

**Article 18:** Reproductive Loss Leaves. AFA and the District will negotiate to provide leaves to faculty members eligible under SB 848.

**Article 32:** Class size. AFA and the District will continue to engage in negotiations over class size by discipline, based on the pedagogy-informed recommendations from the Academic Senate.

### **IV. 2025-26 Salary Schedules**

#### **Tentative 2025-26 Salary Schedules:**

[http://afa-srjc.org/Contract/Tentative\\_Agreement/TA\\_May2025/salary\\_schedules.pdf](http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2025/salary_schedules.pdf)