

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

Dear Faculty Colleagues—

On Friday, May 1, the AFA and District negotiations teams finalized the May 2026 Tentative Agreement (TA). The AFA General Meeting took place this afternoon (May 13), and the Executive Council unanimously voted to support the TA.

We ask the Membership for your vote of support in the ratification of this TA.

Attached is a summary of the negotiated revisions to a number of contract articles, the tentative 2026-27 salary schedules, and a list of the MOUs completed since the ratification of the last tentative agreement in 2025. The MOUs that alter existing articles will be incorporated into the 2025-2028 contract.

Thank you to our faculty colleagues for your support of AFA, especially in these difficult and contentious budget times. AFA is committed to holding the District accountable for its financial decisions, and we feel that is reflected in this year's salary agreement. Much appreciation to the AFA Cabinet and Executive Council for all of your hard work, dedication, and advocacy on behalf of the faculty, and immense gratitude for the exceptional work of AFA office administrator Stephanie Simons for keeping the AFA organization running smoothly. Finally, thank you to the AFA Negotiations Team for your tireless work on this Tentative Agreement.

Sincerely,
K. Frindell Teuscher
Chief Negotiator, All Faculty Association

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Summary of AFA negotiations, 2025-2026

Below is a summary of AFA's contract negotiations with the District in for 2025-2026, including a summary of the Tentative Agreement. AFA has prepared this summary for its membership.

I. 2026-27 Faculty Salary

Article 26: Salary Schedule Development. In exchange for a District commitment to fiscal sustainability, AFA has agreed to a 2-day furlough in 2026-2027 and to forgo the 2026-2027 Rank 10 salary increase.

District Commitment to Fiscal Sustainability 2026-27 and 2027-28

Reduction Targets and Timeline

The District will achieve a minimum of \$10,000,000 in one time or ongoing savings by June 30, 2027 and the District will achieve a minimum of \$12,700,000 total in ongoing annual savings by June 30, 2028.

Compensation Contingency

If the District does not achieve the reduction targets as outlined, the District shall compensate unit members with a one time, off-schedule payment equivalent to the value of the 2026-2027 Rank 10 increase, to be paid during the 2028-2029 fiscal year.

II. Summary of the Tentative Agreement

The AFA and District Teams have successfully negotiated a Tentative Agreement for 2026. 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 2026 Tentative Agreement) can be found in the next section of this document.

Article 10: There will be no increase to faculty member contributions to health insurance premiums in 2026-27. The District has agreed to work with the SRJC Foundation on creating a Health Benefits fund that can be used to offset the cost of premiums in the future.

Article 13: The Department Chair release time for 2026-2029 will be computed and Appendix 4 will be updated by June 1, 2026. The current contractual formula will be used.

Article 14: Language has been clarified in two different sections of this article.

1. 14A and 14B: If a faculty evaluation is missed, the faculty member will be evaluated in the next semester that they have an assignment.
2. 14A: Non-department peers for regular faculty evaluations are assigned by TREG and will be compensated.

Article 17: There is a revised job description for Work Experience Education. Special Assignments have been updated for the Professional Development Coordinators and the Student Learning Outcomes Coordinators. A Special Assignment has been added for Study Abroad.

Article 24: This article has been updated to clarify two provisions.

1. Eligibility for medical and dental stipends for retirees who have reached the age of 65 has been clarified. Retirees must have worked in the District for seventeen years to be eligible.
2. Selection of a retirement plan from among three options (CalSTRS Cash Balance, CalSTRS Defined Benefit, or Social Security) for associate faculty is irrevocable under Ed Code and must be done at the time of hire.

Article 25: The Sabbatical Leaves article has been entirely rewritten. Updated provisions include clarified language, more specificity around types of sabbatical projects, revisions to the role of the Sabbatical Leaves Committee, and a simplified process for reporting on completed sabbatical projects.

Article 31: The faculty transfer process has been updated to require the District to notify faculty members of faculty position vacancies that the District plans to replace at least 30 days before advertising the position publicly, regardless of the reason for the vacancy.

With the faculty member's permission, the District may send confidential communications by email as an alternative to US Mail as long as the sensitive information is encrypted.

Provisions for mileage reimbursement for use of a personal vehicle for assignments for which a faculty member is required to travel have been added. These provisions apply to contract and associate faculty.

Beginning in 2027-2028, contract faculty members will be required to schedule in-person activities on campus at least two days per week for at least 16 consecutive weeks of the semester. Activities may include teaching, performing allied assignments, holding office hours, or attending meetings or events.

Article 32: Faculty members may use banked load to reduce up to 100% their contract load in a semester without having to go on a sabbatical or FMLA leave.

Appendix 6: A negotiated Special Assignments for faculty teaching in Study Abroad has been added, and the Reassigned Time for the Professional Development Coordinators has been increased. Compensation has been clarified for the Academic Senate Executive Committee and for associate faculty Academic Senators.

Text of the 2026 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 <https://afa-srjc.org/articles.shtml>.

The approved 2025-2026 Memoranda of Understanding can be found in Table 2, below, and at <https://afa-srjc.org/mou.shtml>.

TABLE OF ARTICLES

Article 10	Clean: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art10_clean.pdf Markup: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art10_markup.pdf
Article 13	Clean: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art13_clean.pdf Markup: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art13_markup.pdf
Article 14A	Clean: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art14A_clean.pdf Markup: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art14A_markup.pdf
Article 25	Clean: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art25_clean.pdf Markup: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art25_markup.pdf

Article 26	Clean: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art26_clean.pdf Markup: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art26_markup.pdf
Article 31	Clean: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art31_clean.pdf Markup: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art31_markup.pdf
Article 32	Clean: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art32_clean.pdf Markup: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Art32_markup.pdf
Appendix 6	Clean: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Appdx6_clean.pdf Markup: http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/Appdx6_markup.pdf

MOUs 2025-2026 (also found at <http://afa-srjc.org/mou.shtml>)

June 30, 2025	A10: Benefits
November 7, 2025	A31: Working Conditions
November 17, 2025	A14A & A14B: Missed Faculty Evaluations
November 26, 2025	A17.12: Work Experience Faculty
February 20, 2026	A24: Retirement – Stipend and Social Security Clarification
February 20, 2026	A31.09: Faculty Transfer
March 3, 2026	Special Assignment Student Learning Outcomes (SLO) Coordinator
March 4, 2026	Reassigned Time for Academic Senate Officers
March 8, 2026	Special Assignment Professional Development Coordinators

III. Ongoing Negotiations from 2025-26 to 2026-27

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

Impacts Bargaining over the District’s Use of Artificial Intelligence Tools: AFA looks forward to completing a Side Letter with the District that protects the faculty and outlines provisions for impacts of AI tools that fall under mandatory subjects of bargaining.

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.

IV. 2026-27 Salary Schedules

Tentative **2026-27 Salary Schedules:**

http://afa-srjc.org/Contract/Tentative_Agreement/TA_May2026/salary_schedules.pdf