



# UPDATE

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## Partial 2004-05 Tentative Agreement Information

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AFA and the District have reached a partial **Tentative Agreement**. To be completed is the final review of language changes for the articles listed below. Also, AFA has insisted on retaining the reference to Rank Ten as an integral part of the salary negotiations and the continuation of the Adjunct Faculty Medical Benefits Program as a high priority item.

### **Elements that have been agreed to include:**

- The salary adjustment for the 2004-05 year is based on Rank 10 data established December 15, 2003. The adjustment requires a 3.020% increase in salary. The District and AFA have agreed that 2.41% (i.e. COLA for 2004-05) be applied immediately. This amount will be applied (as soon as the Contract is ratified) retroactively to the beginning of Fall 2004. A retroactive check will be issued to all faculty members employed during Fall semester 2004, Spring semester 2005 and Summer session 2005 for whatever portion of their workload that has not been paid at the new 2004-05 salary rate.
- The remaining 0.61% (3.02% - 2.41%) will be added to the salary schedules to be effective for Fall semester 2005. (Note: this is NOT part of the negotiations for 2005-06 — whatever is agreed to for the coming 2005-06 year will be in addition to this 0.61% increase.)
- Medical benefit premiums for regular faculty and 50% of the premium for the State-sponsored Adjunct Faculty Medical Benefits Program (the other 50% is paid by the adjunct faculty member) will be paid by the District for 2004-05. In the case of adjunct

faculty medical benefits, AFA will contribute \$160,000 from a combination of resources including: Adjunct Faculty District Activities Fund (AFDAF) – \$65,000; Faculty Technology Training Fund (FTTF) – \$25,000; AFA reassigned time – \$40,000; and Department Chair summer reassigned time for 2003-04 – \$30,000.

- The State-sponsored Adjunct Faculty Medical Benefits Program will be continued until June 2006. For 2005-06 AFA will contribute \$160,000 from a combination of resources including: Adjunct Faculty District Activities Fund (AFDAF) – \$65,000; Faculty Technology Training Fund (FTTF) – \$25,000; AFA reassigned time – \$40,000; and Department Chair summer reassigned time for 2004-05 – \$30,000. (Note: if the State substantially increases support for this program, the District shall restore money to the funds from which they were taken.)
- The District will establish an AFA account consisting of AFDAF, FTTF, and AFA reassigned time compensation with the understanding that the balance of unspent funds each year, if any and not to exceed \$100,000, will “roll” to be available for the next year. This account will be established July 1, 2005 and will consist of the AFDAF, FTTF, and AFA reassigned time compensation remaining after the contributions to the Adjunct Faculty Medical Benefits Program have been made. In future years the entirety of the funds allocated to these programs will be transferred to this new AFA account each July 1.

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## Partial Tentative Agreement *(continued)*

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- AFA and the District agree to continue and expand the Annualized Adjunct Contract Program for another year. An evaluation will occur at the end of the 2005-06 year.
- AFA and the District agree to increase the number of Sabbatical Leaves each year to 4.5% of the total load (exclusive of overloads) of regular faculty positions, including faculty with reduced or pro-rated contracts, plus 3, as the mechanism for restoring the 16 “post-poned” Sabbatical Leaves of 2005-06. (Currently, this means one additional Sabbatical Leave per year.)
- AFA and the District agree to roll the Contract for one year, 2005-06. Negotiations for the 2005-06 year can begin as soon as the results of current negotiations are ratified by the District and AFA. Negotiations for the 2005-06 year will address salary adjustments based on the provisions of paragraph 26.02 in its entirety.

### **Elements to be completed include:**

**Article 7:** Definitions

**Article 11:** Conciliation Grievance

**Article 14:** Continuing Evaluations and Adjunct Probationary Evaluations (from the District Tenure Review & Evaluations Committee)

**Article 16:** Hourly Assignments

**Article 18:** Leaves

**Article 19:** Parking

**Article 21:** Professional Development

It is intended that the revised articles listed above will be part of the Tentative Agreement for the 2004-05 year. Review (by the District and AFA Negotiators and then AFA Executive Council) is scheduled to be completed by the end of the month of March.

**See Tentative 2004-05  
Salary Schedule  
(separate document)**



ALL FACULTY ASSOCIATION  
Santa Rosa Junior College  
1501 Mendocino Avenue • Santa Rosa, CA 95401  
(707) 527-4731 • Fax: (707) 524-1762