



# UPDATE

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• A Publication of the All Faculty Association at Santa Rosa Junior College •

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## AFA Members and Board of Trustees Ratify Tentative Agreement

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AFA is pleased to report that the Tentative Agreement (T.A.) reached in April by AFA and the District was ratified on May 9 by contract and adjunct faculty members of AFA. Out of the 852 ballots sent out to AFA members, 395 were returned (a 46% return rate). Of the 395 ballots returned, there were 383 votes in favor of the T.A., 11 opposed, and 1 abstention.

The Board of Trustees also ratified the T.A. at their meeting on May 9. The T.A. will be incorporated into and modifies the current AFA/District Contract, which is posted on AFA's web site at [www.santarosa.edu/afa/](http://www.santarosa.edu/afa/).

In accordance with the terms of the T.A., both the 3.0% increase for the last month of the semester and retroactive pay for 2005-06, back to the beginning of the Fall 2005 semester, will be reflected on the May 31 paycheck for contract

faculty and the June 8 paycheck for adjunct faculty and for contract faculty who have overloads.

The AFA Negotiating Team and the District began negotiations for 2006-07 on Friday, May 5 and will continue to meet throughout the summer. On Thursday May 18, the District-wide Fringe Benefits Committee will be meeting with our consultant, Linda Pierce, to map out strategies for containing health care costs and evaluating the possibilities of Health Care Trusts, Joint Powers Authorities (JPA's), and Health Insurance Management Boards (HIMB's). The AFA Negotiating Team will meet with Linda Pierce throughout the summer to work on the challenging problem of providing quality health care without requiring faculty contributions to premiums.

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### AFA Council Election Results

AFA is pleased to announce the results of the recent Council representative elections. Ballots were due back on April 21 and were counted on April 24. We welcomed competition and differing points of view because effective negotiations requires effective and representative group decision-making — the more diverse the perspectives, the better the outcome.

AFA would like to thank the six regular faculty members who ran for the four open regular faculty seats on the Council: Michael Aparicio, Philosophy; Paula Burks, Library; Jim Elrod, Counseling (incumbent); René Lo Pilato, Work Experience; Andrea Proehl, Library (incumbent), and Lynda Williams, Physics & Engineering. Out of the 269 ballots that were delivered to campus mailboxes of current AFA dues-paying regular faculty members, 130 ballots were returned by the deadline (a 48% return rate). Paula Burks, René Lo Pilato, Andrea Proehl, and Lynda Williams were elected to serve as regular

### AFA Settles Class-Size Grievance

In Spring 2005 AFA filed a grievance on behalf of all faculty whose class enrollments had been increased that semester in violation of the Contract. Article 32 specifically requires good faith consultation with AFA and instructor permission before such increases are allowed. It's been a long time coming, but we are pleased to announce that we have prevailed and that the District has agreed to compensate the affected instructors for the added students.

Based on their placement on the salary schedule at that time, eighteen instructors will receive a total of between \$7,000 and \$10,000. We also have assurances from the administrators that such unjustifiable and unilateral increases will not occur in the future. We are gratified by this final outcome and will maintain our vigilance to insure that the District fully complies with the Contract at all times.

AFA and the Academic Senate plan to work together to establish class-size limits based on pedagogy rather than room size or location.

*(continued on reverse)*

## Council Election *(continued)*

Council representatives for a two-year term, beginning Fall 2006.

AFA would also like to thank the six adjunct faculty members who ran for the three open adjunct faculty seats on the Council. Those six adjunct faculty members are: Alix Alixopulos, Social Sciences (incumbent); Lara Branen, P.E., Dance & Athletics and Theatre Arts; Ted Crowell, Philosophy and Business Office Technology (incumbent); Michael Kaufmann, ESL; Eric Stadnik, Business Office Technology; and Doris Tolks, Counseling. Out of the 582 ballots that were mailed to current AFA dues-paying adjunct faculty members, 146 ballots were returned in time to be counted (a 25% return rate). Alix Alixopulos, Lara Branen, and Michael Kaufmann were elected to serve as adjunct Council representatives for a two-year term, which starts at the beginning of the Fall 2006 semester.

Executive Council officers and other positions for 2006-07 will be elected or appointed at the last AFA meeting of the semester on May 10.

### Hourly Paychecks: Pick up on June 8th

The last pay check of the semester for contract faculty with overloads and adjunct faculty would typically be available for pick up on Friday, June 9<sup>th</sup>; however, the District will be operating on a Monday-through-Thursday summer schedule at that time and will be closed that Friday. Consequently, paychecks will be available for pick up in the Accounting Office between 3:00 and 5:00 p.m. on Thursday, June 8<sup>th</sup>.

### AFA Members Approve Dues Increase

AFA is pleased to report that AFA members approved the increase in dues to 0.55%. Out of 852 ballots distributed to adjunct and contract faculty members of AFA, 395 were returned. Of the 395 ballots returned, there were 320 votes in favor of the dues increase, 69 opposed, and 6 abstentions.

The dues increase will go into effect with the first paycheck of the Fall 2006 semester (August 31 for contract faculty and September 8 for adjunct faculty and contract faculty who have overloads). Fair Share Service Fees, which are set at the same rate as member dues, will also increase to 0.55% at the same time.

### Attn: Adjunct Faculty Save Time and Gas — Sign up for Direct Deposit!

AFA would like to remind adjunct faculty about a very convenient way to receive your paycheck. After years of AFA advocacy, faculty with an hourly assignment now have the option of having their 10<sup>th</sup>-of-the-month paycheck **automatically deposited** to their checking accounts. You'll need to fill out a form, which is available in the Payroll Office upstairs in the Button Building. If you have any questions, contact Jackie De Lap at 521-7857 or Roz Ringle at 527-4502.



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