



UPDATE

February 5, 2007

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

Rank Ten? Not Lately!

The AFA Negotiating Team has completed the collection of salary data from the California Community College System, and we are ready to share that data with the District and our constituents. In the past, we would present the information to the District on December 15 and then, on the following July 1, the salary adjustment would take place automatically, according to the Contract, in two steps. First, we would adjust the salary schedule to Rank 10 based on the data presented on the previous December 15; then, we would add the COLA less 0.5%. (See Article 26: Salary Schedule Development, paragraphs 26.02.D, E, F & G for Contract language.)

In the past few years, with the difficulties associated with the State Budget, AFA has made concessions in order to maintain the fiscal stability of the District. We all remember that in 2003-04

none of us received a salary increase in order to save jobs and maintain our programs. Nevertheless, Santa Rosa Junior College has always prided itself on paying its faculty tenth in the State.

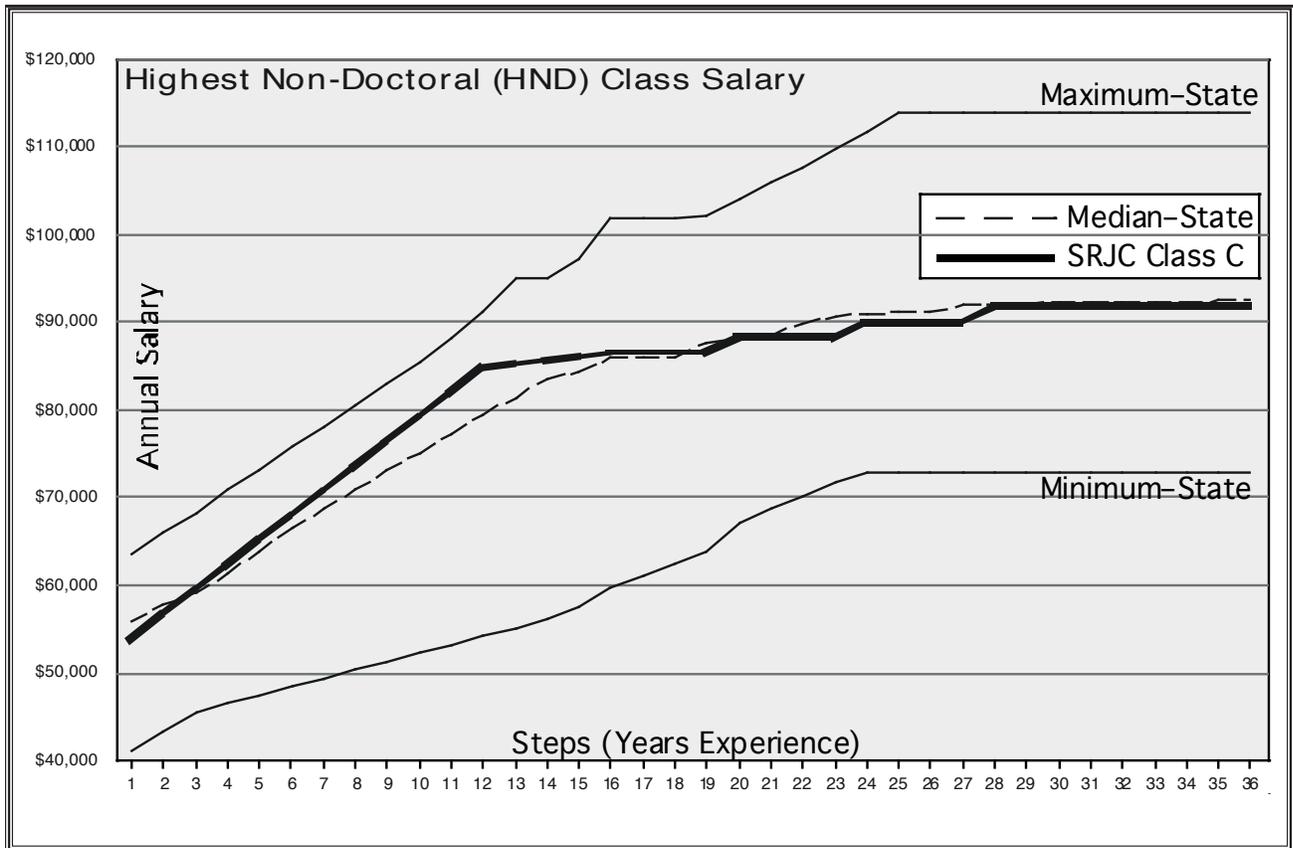
As we can see by the chart below, on December 15, 2006, we dropped to 29th in the State at our benchmark Column C, Step 5. Our maximum salary in Column C ranks 40th when compared with maximum salaries in equivalent columns of all districts statewide; our maximum initial salary placement for new faculty is an abysmal 41st at Column C, Step 6. What makes the initial salary situation especially critical is that the cost of housing in Sonoma County will make it particularly difficult to continue to attract and maintain an excellent faculty over the next twenty years, and, what makes the low rank at the higher steps problematic, is the negative impact on retirement income.

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(HND = Highest Non-Doctorate)

Fifth Step HND Salary (SRJC C5)			Maximum HND Salary (SRJC C6)			Maximum Initial HND Salary (SRJC C28)		
District		\$	District		\$	District		\$
1	Mira Costa	86132	1	Mira Costa	130604	1	Santa Monica	100773
2	West Kern	73116	2	South Orange	113716	2	Mira Costa	89561
3	Riverside	72972	3	Ohlone	108034	3	San Joaquin Delta	84330
4	South Orange	72365	4	Santa Clarita	107760	4	Marin	82272
5	Rancho Santiago	71628	5	Foothill-De Anza	104235	5	Mt San Antonio	82240
6	Ohlone	71321	6	West Valley-Mission	103849	6	Foothill-De Anza	81155
7	Foothill-De Anza	70574	7	Mt San Antonio	102780	7	Ohlone	80322
8	Mt San Antonio	70540	8	Kern	101792	8	Peralta	79857
9	El Camino	70130	9	Santa Monica	100773	9	West Valley-Mission	78865
10	Mt San Jacinto	69679	10	Coast	99728	10	San Francisco	77915
11	San Mateo	69139	11	San Joaquin Delta	99449	11	Rancho Santiago	76154
12	San Jose-Evergreen	68688	12	Riverside	99369	12	Coast	75498
13	Kern	68264	13	Rio Hondo	98245	13	Cerritos	75490
14	San Joaquin Delta	68227	14	Yuba	97439	14	Riverside	75413
15	Cerritos	68073	15	Chabot-Las Positas	96783	15	Cabrillo	75288
16	Pasadena	68044	16	West Hills	96718	16	West Hills	75234
17	State Center	67169	17	Citrus	96512	17	Rio Hondo	74894
18	Coast	67133	18	Marin	95852	18	South Orange	74432
19	Rio Hondo	67123	19	State Center	95775	19	Santa Clarita	74150
20	Santa Clarita	66820	20	West Kern	95516	20	Contra Costa	74114
:			:			:		
29	Sonoma (SRJC)	64668	40	Sonoma (SRJC)	91354	41	Sonoma (SRJC)	67486

Rank Ten? *(cont. from page 1)*



The District has expressed an interest in redefining the Rank 10 methodology to reflect the fact that faculty on the hourly schedules are paid, on average, ninth in the State based on the Chancellor's Office data, even though full pay parity has not yet been achieved with regular faculty. While potentially difficult for the District, ninth place is a source of great pride to AFA since we believe that our adjunct colleagues perform the same duties as regular faculty (with the exception of College Service and Professional Development), and should be similarly compensated. Unlike many districts, when regular faculty at SRJC receive a salary adjustment, so do the adjunct faculty.

The AFA Negotiating Team believes strongly in the importance of maintaining Rank 10. The ability to continue to attract and retain outstanding faculty depends on a competitive salary schedule and good benefits. Please let the AFA Negotiating Team know how you feel about the

drastic decline in the level at which SRJC faculty are paid relative to other districts in the state.

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COLA — Not the Drink and Perhaps Not What You Think

The AFA office staff occasionally receive phone calls from faculty members asking whether or not the COLA has been applied to their paychecks. These calls present an opportunity to explain what the COLA is and how it works in relation to salary negotiations. In the State Budget for Community Colleges, there is a line item entitled “Cost of Living Adjustment” (COLA), and that money is applied to all on-going general purpose apportionment funding that comes from the State to the Colleges (with the exception of some Categorical Programs). The COLA is to be used to pay for anticipated increases in ALL costs, such as general operating costs (utilities, academic program supplies, etc.), as well as salaries and benefits, to pay for keeping the buying power equal to the previous year. Problems arise when actual cost increases exceed the COLA amount, as is common with the cost of health benefits, for example. In order to pay for those increases, other things cannot be funded at the COLA level or additional sources of revenue (such as new Equalization/Growth funding or the Reserves) need to be used to make up the difference.

There is a common misconception that the COLA is automatically applied to everyone’s salary, but that simply isn’t so. Salary adjustments occur as part of the negotiation process. And, since the faculty use a ranking system to determine salary

adjustments, the COLA increase is important only to the extent that our comparison Colleges receive the COLA. It is clear, however, that the intention of the COLA is to enhance the salary schedules of employees in recognition of the rising cost of living. Strictly speaking the COLA is not a raise — it is intended to keep up with the cost of inflation. When salary adjustments do not keep pace with the COLA, it is effectively a pay decrease.

This year, 2006-07, the COLA was 5.92%, which added \$4,770,000 million in additional continuing apportionment revenue to SRJC’s budget from the 2005-06 year. The COLA was known by May 2006 and this budget took effect in July 2006. According to the SRJC Tentative Budget, in addition to the COLA, SRJC is expecting more continuing new revenue from SB 361 for Equalization, about \$4,197,000 million, not including new funding for non-credit programs. And, if SRJC experiences growth in enrollment this year – above that required to “pay back” the revenue received for “false” enrollments from last year – there could be additional new continuing revenue. At this time (February 2007), AFA and the District have not been able to come to any agreement as to what portion of that \$8,967,000 million of new continuing funds will be applied to the salary schedules.

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Budget Year	State COLA	COLA \$ to SRJC	Other New Continuing \$	Total New Continuing \$	Salary Increase %	Salary Increase \$
2007-08	Estimate 4.04%	Estimate \$4,629,000	<i>To be determined</i>	<i>To be determined</i>	<i>To be negotiated</i>	<i>To be determined</i>
2006-07	5.92%	\$4,770,000	\$4,197,000 (Equalization only)	\$8,967,000	<i>Still under negotiation</i>	<i>To be determined</i>
2005-06	4.23%	\$3,260,000	646,000 (Equalization only)	\$3,906,000	3.00% + 1.518%	\$1,210,000
2004-05	3.02%	\$1,650,000	\$1,683,000	\$3,333,000	2.41% + 0.61%	\$952,000
2003-04	0%	\$0	\$0	\$0	0%	\$0



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COLA — Not the Drink *(cont. from page 3)*

Next year, for 2007-08, Governor Schwarzenegger's budget proposal projects a COLA of 4.04%. During the next few months leading up to the May Revise, the Governor and the Legislature will debate whether or not 4.04% is sufficient and, if past history is any indication, the COLA will probably be more. So, by the adoption of the State 2007-08 budget, it is likely that at least \$13.6 million of additional continuing revenue (not including any new continuing Equalization or Growth funds for 2007-08) will be coming to SRJC compared to the budget for 2005-06, the last time a salary adjustment was made. How much of that will be allocated to the salaries of faculty and other staff?

The AFA Negotiating Team is worried that other administrative difficulties such as the recent enrollment audit and its potential affect on NEXT year's budget are paralyzing the District's ability to make a viable salary proposal THIS year. Yes, there are problems with the "false" enrollments of 2005-06, but, at

this point, it looks like our current growth will cover those losses, and provide a positive growth figure for the budget of next year (which will mean more new ongoing revenue for the District starting in 2007-08 to add to the projected COLA).

According to Dr. Michael Beebe, we have already received \$4,770,000 million in continuing funds for the 2006-07 COLA. And we have yet to receive the \$4,197,000 million of continuing Equalization funds. It would seem that with an expected \$8,967,000 million in additional, continuing revenue, AFA and the District could agree to distribute that money in a reasonable way. The faculty and staff made sacrifices in 2003-04 during the grave budget crisis proving that we are professionals committed to fiscal responsibility. It is time for the District to prove its commitment to the faculty and staff of Santa Rosa Junior College. Allocating some of the increases in ongoing revenue toward salary adjustments is one way of doing that.