Tentative Agreement Facts

Deborah Sweitzer, Chief Negotiator; Ted Crowell; John Daly; Michael Kaufmann; Janet McCulloch, President; Warren Ruud

AFA would like to present a few facts from this year’s Tentative Agreement (TA) with the district for your consideration. See below for a summary of the salary and benefits elements of this TA. Full documentation is posted on the AFA web site: www.santarosa.edu/afa. Please note:

• The existing methodology for structuring the salary schedules results in major inequities. Currently the “bottom” (lower) Steps and “top” (upper) Steps are below Rank 10 plus COLA less 0.5%, while the middle Steps are at or above Rank 10 plus COLA less 0.5%. For example, using our OLD salary method for 2007-08, only 32.1% of all faculty would be at, or within 1% of, Rank 10 plus COLA less 0.5%. SEE TABLE BELOW.
• The proposed salary schedule restructuring will take three years to fully implement, from 2006-07 to 2008-09. This academic year is year 2 of the 3 years.
• There is a salary increase for EVERY faculty member for BOTH 2006-07 and 2007-08 – the years covered by this TA.
• How the benefits programs are purchased remains unchanged for 2007-08, for both Regular and Adjunct faculty: fully paid Medical plan for Regular faculty and 50% paid Medical plan for eligible adjunct faculty.
• Note: Due to joining the Self Insured Schools Consortium (SISC) there will be a substitution of a portable Blue Shield plan for the existing HealthNet plan. Information regarding the plans available to faculty will be distributed shortly, with an open enrollment period scheduled for September-October.

### Faculty and Salary Status at Rank 10 plus COLA less 0.5%

<table>
<thead>
<tr>
<th>Relationship to Rank 10, + COLA less 0.5%</th>
<th>07-08 Schedule By OLD method</th>
<th>07-08 Schedule By NEW method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Above or within 1%</td>
<td>32.1%</td>
<td>69.3%</td>
</tr>
<tr>
<td>1-4% below</td>
<td>64.9%</td>
<td>30.3%</td>
</tr>
<tr>
<td>&gt; 4% below</td>
<td>3.0%</td>
<td>NONE</td>
</tr>
</tbody>
</table>

**Objectives of Salary Schedule Restructure:**

1. Improve the “bottom”, lower, Steps of the Salary schedule to help attract talented and experienced new faculty – both Regular and Adjunct. This adjustment primarily benefits Adjunct faculty because there are more Adjunct faculty on the lower Steps of the Salary Schedule.
2. Improve the “top”, upper, Steps of the Salary Schedule to recognize the value of contributions made by long-term Regular faculty.

**SALVARIES AND SALARY SCHEDULES** (See Benefits on other side)

**IMPACT OF TA ON SALARIES:**

1. **RETROACTIVE Salary INCREASE for 2006-07 Academic Year for ALL faculty:** First Transition Year – Year 1
   • Faculty receive regular Step progression increases.
   • Top and bottom Steps receive a bigger increase because they are furthest from Rank 10 plus COLA less 0.5%. Middle Steps receive a smaller increase because they are closer to, or exceed, Rank 10 plus COLA less 0.5%.
   • It is anticipated that 2006-07 retroactive checks would be issued in October.
2. **Salary INCREASE for 2007-08 Academic Year for ALL faculty:** Final Transition Year – Year 2
   • Faculty receive regular Step progression increases.
   • Top and bottom Steps receive a bigger increase because they are furthest from Rank 10 plus COLA less 0.5%. Middle Steps receive a smaller increase because they are closer to, or exceed, Rank 10 plus COLA less 0.5%.
   • Retroactive checks for the first part of the academic year probably would be issued in November.
3. **Salary INCREASE for 2008-09 Academic Year for ALL faculty** (after this year’s negotiations):
   • Full implementation of the new salary schedule structure.
   • Faculty receive regular Step progression increases.
   • Steps 1, 16 and 28 adjusted to Rank 10 according to 2007 AFA Salary Study, which will be completed in December, 2007, and the Salary Schedule is structured according to the new formula. Then COLA less 0.5% is applied to each newly structured Step.

This adjustment benefits Regular faculty by increasing their STRS retirement benefits – for the rest of their lives…

3. Implement more than a single comparison point to help equalize the Steps on the Salary Schedule to get more Faculty closer to Rank 10 plus COLA less 0.5%.
4. Institute a two year transition plan (2006-07 and 2007-08) to prepare for full implementation of the new methodology for 2008-09.
ALL FACULTY ASSOCIATION
Santa Rosa Junior College
1501 Mendocino Avenue • Santa Rosa, CA 95401
(707) 527-4731 • Fax: (707) 524-1762
www.santarosa.edu/afa/

Return service requested  Printed on recycled paper