



UPDATE

December 16, 2008

www.santarosa.edu/afa

(707) 527-4731

AFA and District Agree to Protect Like-loads for Spring 2009

When Academic Affairs announced the seven percent schedule reduction in the middle of this semester, AFA and the District mutually agreed that it was absolutely necessary to protect the reassignment rights of Adjunct faculty as outlined in Article 16. Because the offers of employment had already been made and posted on the Web, Adjunct faculty had legally established “like-load”; therefore, loads offered for Spring 2009 will establish “like-load” for Spring 2010 whether or not those assignments were actually performed.

If you have any questions regarding the December 5, 2008 Memorandum of Understanding (see the text below), please contact the AFA Office at (707) 527-4731 or afa@santarosa.edu for clarification.



Article 16: Hourly Assignments Spring 2009 Cancellations

The District has notified AFA that it is exercising its rights under Article 16.06.D, which allows the District to cancel or suspend some allied and instructional hourly assignments: “As a consequence of events beyond the District control.” The District considers the proposal of mid-year budget cuts by the Governor’s office to be a circumstance beyond its control, which warrants exercising this clause in the Contract.

For Spring 2009, the District has cancelled approximately 7% of the full time equivalent faculty (FTEF) load. The District believes that

allied and instructional hourly assignments were made in good faith and posted on the Web after the second proof. Having made those hourly assignment offers respecting assignment priority, cancellations will not necessarily respect assignment priority, but rather will reflect the needs of students and programs.

The cancellations or suspensions will be posted on the Web with the status noted as “restricted” and the following text: “This section is not open for enrollment at this time.

(continued on reverse)

Unemployment Benefits for Adjunct Faculty

Adjunct faculty have the right to apply for unemployment benefits during breaks between semesters when they are not employed. For more information, see the 12/11/08 AFA Update posted in your department office or service center, or log onto the AFA web site at: http://www.santarosa.edu/afa/adj_unemploybenes.shtml, where you will find eligibility criteria, procedures to follow, court case documents, and useful links that will assist you in filing for unemployment benefits. If you would prefer a hard copy of these materials, call the AFA office at 527-4731 or send an e-mail to afa@santarosa.edu before 3 pm December 18 to request one.

Like-load Protection *(continued)*

This section may be opened if there is high enrollment demand and the college has sufficient funding for additional classes. Please check back periodically on the Web at www.santarosa.edu.” AFA and the District agree that this language means a section is cancelled; however, if the budget situation allows some sections to be restored, they will be restored based on student and program need whenever possible to the faculty member whose name appears in the Web-based schedule, regardless of assignment priority. If that faculty member cannot accept the assignment, s/he will still retain the like-load of the original offer. In the case of allied assignments, which are not posted on the Web-based schedule, all of the same conditions outlined below still apply.

Recognizing that the schedule reductions will be borne mostly by adjunct faculty and that schedule reductions may continue into 2009-10, AFA and the District agree to the following language:

The baseline for “like-load” for 2009-10 and 2010-11 will be the 2008-09 academic year schedule, including any hourly assignments posted on the Web, but subsequently lost to schedule cancellations and/or the need for regular faculty to “bump” an adjunct faculty load. In the case of allied assignments, which are not posted

on the Web-based schedule, the original offer of the hourly assignment will be considered the baseline for “like-load.”

If faculty members who have hourly assignments are not scheduled up to their “like-load” in 2009-2010 due to schedule reductions, cancellations, and/or bumping, these loads will be restored to their baseline level of “like-load” in 2010- 2011 when and if the 7% reduction is restored. Restoration of these loads will follow the process outlined in Article 16.04. There will be no loss of “assignment priority” based on the cancellation or reductions below like-load in Spring 2009, Fall 2009, or Spring 2010.

In recognition that some adjunct faculty may be negatively impacted with regard to eligibility for the Adjunct Medical Benefits Program because of Spring 2009 cancellations that occurred after assignments were posted on the Web, **the District agrees to use the original assignments posted on the Web for the load calculation of adjunct faculty for Spring 2009 for the purpose of calculating eligibility for the Adjunct Faculty Medical Benefits Program for 2009-10. This will be true only for eligibility determined in Spring 2009 for 2009-10.** Load reductions during 2009-10 could affect medical eligibility in the future.



ALL FACULTY ASSOCIATION

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

<http://www.santarosa.edu/afa/updates.shtml>