

**ALL FACULTY ASSOCIATION  
SANTA ROSA JUNIOR COLLEGE**

**GENERAL MEETING MINUTES**

September 9, 2009

*(Approved by the Executive Council on September 23, 2009)*

Executive Council members present (noted by \*):

*Warren Ruud, <i>presiding</i>	* Dianne Davis	*Reneé Lo Pilato	*Andrea Proehl
*Alix Alixopulos	* Cheryl Dunn	*Michael Ludder	*Audrey Spall
*Lara Branen-Ahumada	* Karen Frindell	*Sean Martin	*Mike Starkey
*Paula Burks	* Lynn Harenberg-Miller	*Michael Meese	*Julie Thompson
*John Daly	* Michael Kaufmann	*Dan Munton	

Officers/Negotiators present: Ted Crowell, Ann Herbst, Janet McCulloch

Faculty present: Paulette Bell, Josephine Caulk, Walt Chesbro, Carol Ciavonne, Brad Davis, Michael Drayton, Brenda Flyswithhawks, Greg Granderson, Linda Hemenway, Johanna James, Deborah Kirklin, Margaret Pennington, Nancy Persons, Richard Prenkert, Kay Renz, Ed Sikes, Eric Stadnik, Karen Stanley, Peggy Swearingen, Phyllis Usina, Fred Utter, Nancy Veiga, Linda Weiss, Richard Werner, Lynda Williams.

Staff present: Judith Bernstein, Candy Shell

The meeting was called to order at 2:30 p.m.

**MEMBER CONCERNS**

As always, anyone who would like the comments that s/he made at the General Meeting to be made part of the public record should email them to [afa@santarosa.edu](mailto:afa@santarosa.edu), using an SRJC email account ( *first initial last name @santarosa.edu* ) with “Faculty Comment” as the subject line. When permission is expressly granted in the email, comments will be posted on AFA’s Web site at: [http://www.santarosa.edu/afa/Budget\\_Crisis.shtml](http://www.santarosa.edu/afa/Budget_Crisis.shtml) .

**DISCUSSION ITEMS**

1. Tentative Agreement (T.A.). Janet McCulloch began by stating that the Executive Council voted unanimously to recommend that the membership approve the T.A. She then proceeded to highlight the significant changes contained within every revised article and Memorandum of Understanding (MOU) included in the T.A. (see *Index to Tentative Agreement* at: [http://www.santarosa.edu/afa/tentative\\_agreement.shtml](http://www.santarosa.edu/afa/tentative_agreement.shtml) ). Janet also commented on AFA’s early and proactive negotiations of a salary freeze prior to the final release of the approved state budget and the series of announcements about the pending cuts to categorical programs, which helped to forestall a greater reduction to all of the salary schedules. In addition, Janet also gave some background about the schedule cuts and restorations, and the District’s decision to target enrollment for 2009-10 at 20,436 FTES — a figure that will generate \$1 million in apportionment. (The state will not reimburse the District for any FTES above that figure.) A question-and-answer period followed and included these topics:

- **Substitutes.** Several faculty members requested clarification and background about the revisions to Article 29. Both Janet and Warren commented that, although there are still some lingering problems with the article, overall many improvements have been made. In the past, some departments were able to get substitutes easily, while others were not. The difference between day-to-day, short-term, and long-term substitutes was not well-defined by the District for the departments. Some instructors were doing unauthorized trades, some didn't show up to class when they were supposed to, and some paid adjunct substitutes under the table to preserve their sick leave. As a result of the recent Contract revisions, adjunct instructors can no longer trade with each other or with a regular faculty member — an instructor must be compensated if s/he is to perform a substitute assignment. (The substitute work is not loaded, so it doesn't count towards the 67% cap on adjunct faculty load, but it does count for retirement purposes.) Compensation for adjunct substitutes will come out of the substitute budget. Regular faculty may trade without compensation; however, if they do, they must each fill out either a *Notice of Absence Form* or a *Travel Request Form* (unless they are performing District business within District boundaries), along with a *Schedule Change Form*, so that everyone knows who the instructor is for that particular class that day. The only other alternative is to cancel the class. The District insisted on retaining the existing language about regular faculty covering for colleagues as a professional courtesy. AFA's position was that, if two regular faculty trade with each other, it should be revenue neutral — it's not fair for both instructors to take a hit in terms of both needing to use their sick leave when they trade. Janet and Warren acknowledged their concern that the procedure that applies to regular faculty trades would just encourage violations and/or cancellation of classes. They reiterated, however, that on the whole the article has been substantially improved.
- **Assignment Priority Protections for Spring 2010.** In response to a question about whether AFA will be negotiating protections for those who voluntarily relinquish their Spring 2010 loads to prevent the loss of adjunct faculty jobs in their departments, Janet and Warren said that AFA has plans to pursue that issue in discussions with the District at their next negotiations sessions.
- **Increasing Class Sizes.** In response to a question about the impact to the District of allowing additional students to enroll in classes, Janet and Warren clarified that at this point in time the District's primary focus is in reaching the 20,436 FTES target. In spring 2009, before the 20,436 target figure had been identified, AFA sent out an email encouraging faculty to take one or two extra students, on the condition that it would not significantly diminish any student's educational experience. Now that the target figure has been identified, there is no benefit to the District in exceeding that figure (they will not receive any more funding). Final data from the census rosters will be available shortly to verify current enrollment.
- **Salary Cuts.** In response to a question about the ways in which AFA is attempting to mitigate the impact of the cuts to categorical programs on adjunct faculty, Warren started by saying that there is the potential to furlough two days. He noted that SRJC is the only community college district in the state that is taking any furlough days. Janet explained that it is because of SRJC's fully integrated salary schedules that adjunct faculty salary lecture schedules have been ranked third highest in the state. Unlike most other colleges,

when AFA negotiates a raise for regular faculty, that same raise ripples throughout all of the hourly schedules. According to data from the California Community College Chancellor's Office, SRJC adjunct instructors are ranked #9 in the state in terms of average pay per hour taught (and that average includes Unit B faculty members who are paid much less and are represented by CFT). By comparison, regular faculty is ranked #26 in the state in terms of average annual salary. (This ranking uses a different methodology than the one that compares salary schedules for the basis of "Rank 10.") While acknowledging that SRJC's adjunct faculty comprises many people with varying circumstances (including retirees and those with full-time jobs elsewhere), Mike Meese spoke to AFA's awareness of the particular difficulties faced by those for whom SRJC represents their primary source of income. Janet explained that AFA is trying to do the best it can for the greatest number of people without bankrupting the District. Warren noted that the District's reserve account is at approximately 7.4%, that not many schools are at that level, and that SRJC is \$3 – 4 million away from potential insolvency. There are only 13 districts with lower reserves by percentage than SRJC. Once a district's reserves drop below 5%, the state considers taking over the district (this has happened to Compton Community College District).

- Vocational Instructors and Professional Growth Increments. It was pointed out that vocational instructors continue to encounter a great deal of difficulty finding upper division course work that is both eligible for PGI credit and applicable to what they are doing in their programs. The PGI Committee denied a previous request to allow pre-approved undergraduate units to be equivalent to upper division or graduate units in other disciplines. On the other hand, the newly revised version of Article 21 provides a mechanism by which faculty members who are interested in learning a foreign language may receive PGI credit when taking beginning (lower division) language courses. Janet and Warren responded that AFA agrees that, if a faculty member is taking courses in newly emerging technology, for which there are no upper division or graduate-level courses, the faculty member should receive PGI credit. Cheryl Dunn, member of the PGI Committee, said that, if vocational instructors were to submit another proposal and rationale, she thought the committee would be willing to revisit the issue this year.
- Impact of Cuts to Categorical Programs on Enhanced Hourly Salary Schedules. A faculty member commented that when adjunct faculty are told that the state budget cuts to categorical programs will manifest as a reduction to the hourly schedules only, it doesn't look like the contract and hourly salary schedules are linked. Janet and Warren explained that it's the underlying ("normal") schedules that are linked. When the funds initially came from the State, the District said that it would subscribe to the categorical programs, but only if AFA would agree to adjust the salary schedules should the amount of state funding change in the future. For the past seven or eight years, the hourly schedules have included the enhancement, but now the state is hurting and that existing Contract language allows the District to reduce the amount of the enhancement accordingly. The only way to avoid that reduction to the enhanced schedules would be to de-link the schedules; however, de-linking could potentially be irreversible and could have serious and negative long-term consequences for adjunct faculty salaries.

When the enhancement money was added to the hourly schedules, the number of minutes paid to hourly faculty for office hours was increased. The pay factor for lecture

instruction, for example, increased from 1.86 to 2.02. (The pay factor for a regular faculty member teaching lecture classes only, by comparison, is 2.33.) Warren clarified that nothing has been negotiated yet in terms of a reduction to the enhanced schedules. Hypothetically speaking, however, if the reduction to the enhanced schedules were to reflect the state's 62% cut to the categorical programs, most likely the lecture pay factor would not go all the way back down to 1.86, due to the fact that the categorical programs have not completely covered the total cost of the additional student contact. Regardless of whether the office hour requirement or the preparation and assessment requirement would ultimately be reduced, students would be directly affected. Many of those present acknowledged, however, that regardless of any salary reduction, most faculty members — regular and adjunct — would continue to put in the time for the good of their students.

At the conclusion of the question-and-answer period, Council members encouraged faculty to vote to ratify this T.A., stating that, without its approval, AFA cannot continue to protect faculty rights and mitigate the impacts of the state budget crisis on jobs and benefits. Warren reiterated that the Council unanimously voted to recommend to the membership that they ratify the T.A. He thanked AFA staff and the AFA Negotiations Team for their many hours of work on the agreement. Warren also thanked John Daly, who has stepped down after 18 years on the negotiations team, for his persistent hard work over the years, particularly in the area of benefits. Warren mentioned that, due to John's leadership, SRJC has maintained District-paid medical benefits, and is one of only twenty community colleges in the state that have the Adjunct Faculty Medical Benefits Program.

The General Meeting was adjourned at 4:30 p.m.

Minutes submitted by Judith Bernstein.