

GENERAL MEMBERSHIP MEETING MINUTES

May 14, 2014

(Approved by Executive Council on August 27, 2014)

Executive Councilors present (noted by *):

*Julie Thompson, <i>presiding</i>	*Dianne Davis	*Sean Martin	*Nikona Mulkovich
*Filomena Avila	*Terry Ehret	*Jacqueline McGhee	*Matt Murray
*Paulette Bell	*Karen Frindell Teuscher	*Bud Metzger	*MJ Papa
*Shawn Brumbaugh	*Deirdre Frontczak	*Terry Mulcaire	*Margaret Pennington
*Paula Burks	*Andre LaRue	Dwayne Mulder	

Officers/Negotiators/Appointed Positions present: Warren Ruud

Councilors-Elect present: Denise Beeson, Michelle Hughes-Markovics, Karen Stanley

Staff members present: Candy Shell, Carol Valencia

Faculty members present (Santa Rosa): Michael Hale

Faculty members present (Petaluma): Molly Matheson, Johnny Sarraf, Laura Sparks, Mike Traina, Breck Withers.

The meeting was called to order at 4:05 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus, with videoconferencing to Room #726, on the Petaluma campus.

1. **Welcome**

Julie welcomed all the faculty members joining us for the General Meeting. She expressed her thanks to Warren Ruud and the entire Negotiating Team (Ted Crowell, Dianne Davis, Deirdre Frontczak and Terry Mulcaire) for their hard work this year. She also thanked Will Baty for his help with research and strategy.

2. **Negotiations Update**

Warren Ruud, AFA Chief Negotiator, reported on the Tentative Agreement reached with the District:

- The negotiations with the District were completed at 1:45 p.m. today.
- On **Article 26: Salary Schedule Development**, we have reached Rank 10 this year for the first time since 2007-08; this will be a 2.57 percent increase overall. We have negotiated a 7.9 percent increase over the last two years.
 - Warren projected the new Rank 10 Salary Schedule and explained that there could be some minor revisions if the final, approved State COLA varies. Per Contract, the annual salary schedule is adjusted by applying the state COLA, less 0.5 percent.
 - The new schedule will be effective Fall 2014. Faculty members can see the schedule by following the link in the latest *AFA Negotiations Update* issue—May 7, 2014 (http://santarosa.edu/afa/1314/Publications/clicktoAFA/140507/140507_negotiations.htm).
 - The AFA Salary Data Study is conducted using a “snapshot” of statewide salaries on Jan. 1 of each year. The Benchmarks used are: Step 1 (lowest step), Class C (highest non-doctorate column); PG 28 (highest step), Class C; and Step 16 (middle step), Class C. There is a 6 percent decrease as you move to the left in the columns (to Classes B & A) and a 2 percent increase as you move to the right in columns (to Class D). The steps in between are calculated by equally dividing the difference into equal increments. Specified factors are then applied to construct the hourly schedules. The procedure is fully explained in Article 26. (See link to [current Article 26](#))

- See link to new Article 26 (http://www.santarosa.edu/afa/2014/Art26_Markup.pdf).
- **The current Tentative Agreement includes changes to the following Articles:**
 - **Article 3: Association Rights** (updated regarding email usage). (See link http://www.santarosa.edu/afa/2014/Art03_Markup.pdf)
 - **Article 4: Nondiscrimination** (updated with language from Human Resources in alignment with Board Policy). (See link http://www.santarosa.edu/afa/2014/Art04_Markup.pdf)
 - **Article 7: Definitions** (with updated definitions). (See link http://www.santarosa.edu/afa/2014/Art07_Markup.pdf)
 - **Article 8: Academic Calendar** (aligned with Board Policy). (See link http://www.santarosa.edu/afa/2014/Art08_Markup.pdf)
 - **Article 10: Benefits**
 - Same contract provisions as last year: no increase to faculty members for contract coverage; adjunct faculty members still pay 50 percent of premium; overall, medical benefit costs increased 6.57 percent for next year
 - AFA Health and Welfare Benefit Account (AHWBA) fund had \$960,000 last year—spent down \$630,000 this year
 - Will be new Medical Benefits workgroup next year
 - (See link http://www.santarosa.edu/afa/2014/Art10_New.pdf)
 - **Article 12: Contract Education** (aligned with District policy and Ed Code). (See link http://www.santarosa.edu/afa/2014/Art12_Markup.pdf)
 - **Article 13: Department Chairs and Program Coordinators**
 - Total chair reassigned time increased
 - Coordinators defined and funded; this is still being discussed with District and may need to be addressed in an MOU
 - (See link http://www.santarosa.edu/afa/2014/Art13_Markup.pdf)
 - **Article 16: Hourly Assignments**
 - Task Force re-write in progress
 - District agreed to transparency provision for TA
 - (See link http://www.santarosa.edu/afa/2014/Art16_Markup.pdf)
 - **Article 17: Job Descriptions** (small change regarding coordinators—on hold for now). (See link http://www.santarosa.edu/afa/2014/Art17_Markup.pdf)
 - **Article 24: Retirement** (reorganized). (See link http://www.santarosa.edu/afa/2014/Art24_Markup.pdf)
 - **Article 25: Sabbatical Leave** (reorganized). (See link http://www.santarosa.edu/afa/2014/Art25_Markup.pdf)
 - **Article 26: Salary Schedule Development**
 - New workgroup on future feasibility of Rank 10
 - Starting next year Ohlone College will be removed from comparison because they do not provide any faculty medical benefits
 - (See link http://www.santarosa.edu/afa/2014/Art26_Markup.pdf)
 - **Article 27: Salary Placement** (reorganized, revision in evaluation of foreign degrees). (See link http://www.santarosa.edu/afa/2014/Art27_Markup.pdf)
 - **Article 31: Working Conditions** (reorganized). (See link http://www.santarosa.edu/afa/2014/Art31_Markup.pdf)
 - **Article 32: Workload**
 - Includes lab equity provision; Senate is now working on lab equity finalization; new provisions will be ready for implementation in Spring 2015 or Fall 2016
 - Work experience provision was out of compliance with Title V; new Contract will result in increases for Work Experience faculty
 - Class size still not well defined—a subgroup of Curriculum Committee will develop criteria for setting class sizes
 - “Extended Lecture” replaces “Medium-sized Lecture” and “Large-sized Lecture”—there will be seven increments of Extended Lecture [shown in TA back-up materials]
 - Provision of Readers in specified Extended Lecture sections

- Ongoing discussion regarding online accessibility provisions—District is taking responsibility for accessibility “in principle,” but we are still discussing specific language
- (See link http://www.santarosa.edu/afa/2014/Art32_Markup.pdf)
- Next Year’s Negotiations
 - Will include: Article 16 rewrite completion; writing of Article 23; changes to Appendices/Addenda.
- Questions & Answers
 - Q: Is there anything in the Agreement on parking fees for faculty members?
 - Other Districts charge parking fees for faculty. Faculty fees are required because students are required to pay for parking.
 - Q: What do we tell our new colleagues about the change in the Early Retirement Option?
 - The new Contract language parallels the changes in CalSTRS. Not many faculty members retire before age 62. The District has concerns about the unfunded liability for retiree healthcare costs.
 - Q: The Rank 10 *Dialogue* article said SRJC was 44th in the State for salary. Is that part of the Rank 10 methodology?
 - There is a difference between a school’s “average salary” per head count (data from the California Community Colleges Chancellor’s Office [CCCCO]) and its rank placement based on AFA’s statewide annual salary study comparison.
- 3. **Executive Council Approval of Tentative Agreement**
 - A motion to move the approval of the Tentative Agreement to an Action Item was made, seconded and approved by unanimous voice vote (15 in favor; 0 opposed; 0 abstentions).
 - A motion to accept the Tentative Agreement was made, seconded and approved by unanimous voice vote (15 in favor; 0 opposed; 0 abstentions).

The meeting was adjourned at 4:55 p.m.

Minutes submitted by Carol Valencia.