

GENERAL MEETING MINUTES

May 16, 2016

(Approved by Executive Council on August 31, 2016)

Executive Councilors present (noted by *):

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|--------------------------------|----------------------------|---------------------|------------------------|
| *Sean Martin, <i>presiding</i> | Jeanette Ben Farhat | * Robert Jackson | * Karen Stanley |
| *Debbie Albers | *Shawn Brumbaugh | * Molly Matheson | * Michelle Van Aalst |
| * Filomena Avila | *Terry Ehret | * MJ Papa | * Albert Yu |
| *Denise Beeson | *Deirdre Frontczak | *Terry Mulcaire | <i>Adjunct Vacancy</i> |
| *Paulette Bell | *Michelle Hughes Markovics | Margaret Pennington | |

Negotiators/Appointed Positions present: Will Baty, Marc Bojanowski, Ted Crowell, Mark Ferguson, Julie Thompson, Warren Ruud

Staff members present: Candy Shell, Carol Valencia, Braiden Gugel

Santa Rosa faculty members present: Paula Burks, Phyllis Usina

Petaluma faculty members present: Joe Fassler, Sami Lange, Nikona Mulkovich, Eve-Marie Miller

The meeting was called to order at 4:20 p.m. in Doyle Library, Room #4245, on the Santa Rosa campus with videoconferencing to Mahoney Library, Room PC#726, on the Petaluma campus.

Negotiations Update

- Chief Negotiator Julie Thompson reported on the status of negotiations thus far. She explained that we have accomplished a lot, but we do not yet have a Tentative Agreement. We are still actively talking with the District, with a meeting scheduled for tomorrow morning. The following summarizes the current status of negotiations:
 - Regarding *Article 26: Salary Schedule Development*, if there is no TA, then the Contract rolls and Rank 10 will be in effect (equivalent to an average increase of 2.09 percent over all the salary schedules). At this point, the Article 26 talks are centered on the issue of implementing lab equity.
 - Even without a TA, we have four Memoranda of Understanding completed (two for *Article 10: Benefits* and two for *Article 16: Hourly Assignments*). There are no other changes to the provisions of Article 10 being considered at the table.
 - We have finished some changes to *Article 1: Agreement to the Contract* that seem small but are very important. There have been instances where the District has attempted to change Board policy in areas that overlap with the Contract's purview. Currently, if AFA elects to negotiate when the District is considering changes to Board policy within our purview, there is no provision stating that such an article must be mutually opened. In other words, AFA has no protection against having to use one or more of its four unilateral "reopeners" (see [Article 1.03.C](#)). The new language in Article 1 says that if the District intends to change or create a Policy that is within our purview, we will mutually reopen the relevant articles.
 - The changes to *Article 8: Academic Calendar* are almost complete. These changes would convert one instructional day each spring to an additional professional development flex day. AFA wants to protect faculty autonomy here by allowing departments to determine their own needs for this day. Faculty may decide to work as a department, to work individually or in small groups, to work on or off campus—whatever configuration meets their professional development needs.

- *Article 18: Leaves* is finished and was a genuine cooperative endeavor with the District. The revisions include an expansion of personal necessity leave and recognition that all types of families should be treated the same.
- The *Article 16: Hourly Assignments*: The teams will continue to discuss the possibility of amending provisions related to special expertise.
- *Article 17: Job Descriptions* is almost finished. The District is interested in requiring all faculty members to attend sexual harassment training. AFA recognizes the District's need to negotiate this additional job duty. AFA's interests are that the requirement does not adversely affect a faculty member's right to choose his or her own professional development flex activities and that faculty members will, if the training results in their exceeding their flex obligation, be compensated for their time.
- *Article 23: Due Process* is not finished yet, but we have made great progress this year. The writing of this new article has put the interest-based bargaining training into good use. This draft article that we have created with the District provides numerous protections to faculty members involved in disciplinary processes. The draft article also emphasizes transparency so that AFA can provide the strongest support to our members and ensure that faculty members are being dealt with fairly and consistently. We are looking forward to finalizing this article next year.
- The *Article 30: Tenure Review* DTREC changes will be revisited next year. We are looking at how to clarify the function of DTREC with clearer standards and a narrower focus. In the past, DTREC has put in many hours on interpretation issues, and we believe that this does not give faculty members the strong advocacy they would have if the issues were addressed at the negotiating table. We want to make sure our faculty members have the strongest advocacy possible; we are not criticizing the work DTREC has accomplished.
- *Article 31: Working Conditions* regarding safety is something we hope to address next year.
- In *Article 31 and Article 32: Workload*, we are hoping to secure funding for faculty members to do the work of converting their online courses to Canvas. We recognize the many hours being spent by faculty and want to be sure that they are compensated for those hours.
- At this point, we do not know what lab equity (Articles 26 & 32) will look like. Currently, the District pays 66 percent for lab courses compared to lecture, and we would like to see some positive movement on this.
- *Article 26*: AFA is committed to protecting Rank 10, which means that the SRJC contract faculty salary schedule is ranked tenth, at key benchmarks in the schedule, among the state's community college districts. The Rank 10 formula excludes basic aid districts, as well as Ohlone College, who, a few years ago, gave up district-paid medical benefits in exchange for a significant raise. Now Ohlone is paying some money toward benefits for faculty, and so AFA would like their data used in the Rank 10 formula. If we are successful, it would not be in effect this year but would be on next year's (2017) salary study.
- Regarding pay for office hours (Article 26), we proposed boosting the enhanced hourly schedules to fully fund office hours but have not seen much progress here. Unfortunately, the District is not open to increases to the hourly salary schedules without an increase in part-time money from the State. We are discussing two things regarding the hourly schedules: boosting the office hour compensation and getting more than nine steps on the hourly schedules. We are working creatively to find ways that might work for both sides.
- Sean explained that the Council has penciled in a meeting for this Wednesday (May 18), if needed, and we hope to have a TA to share then. He added, "We tried to get it done today, but it didn't happen."
- Julie thanked the Executive Council, Cabinet and Negotiating Team for all their support and hard work.
- Sean thanked Julie for masterfully carrying the lion's share of the load this year. She has used clear diagrams and has a way of explaining things and proposing solutions so that the District can come on board. She has served the faculty well.

The meeting was adjourned at 4:47 p.m.

Minutes submitted by Carol Valencia.