

## GENERAL MEMBERSHIP MEETING MINUTES

February 7, 2018

(Approved by Executive Council on February 28, 2018)

Executive Councilors present (noted by \*):

*Karen Frindell Teuscher, <i>presiding</i>	*Dianne Davis	*Margaret Pennington	Sarah Whylly
*Filomena Avila	*Robert Jackson	*Karen Stanley	*Albert Yu
Paulette Bell	Sean Martin	*Erin Sullivan	<i>Adjunct Vacancy (2)</i>
*Shawn Brumbaugh	Molly Matheson	Mike Starkey	
Ted Crowell	*Bud Metzger	*Michelle Van Aalst	

Negotiators/Appointed Positions present: Mark Ferguson, Warren Ruud, Julie Thompson

Staff members present: Carol Valencia

The meeting was called to order at 3:32 p.m. in Bech #1999, on the Santa Rosa campus.

### 1. Negotiations Update.

- Julie Thompson gave a brief summary of the first mediation session on Feb. 2.
  - The day started with both teams in the same room, and then they split into separate rooms for the remainder of the day with the mediator going back and forth.
  - The two teams reached two small agreements: an agreement on the form of the CTE coordinator log (see [http://www.afa-srjc.org/Contract/MOU/mou\\_art13\\_coord-workload-study.pdf](http://www.afa-srjc.org/Contract/MOU/mou_art13_coord-workload-study.pdf)) and an elimination of the Adjunct Medical Benefits Program waiting period, formerly five semesters. Both agreements have been signed and are effective immediately, with the CTE workload study to begin in Fall 2018.
  - The two teams have agreed to schedule additional mediation sessions on April 3 and 6, and we might possibly be able to schedule a session in March.
  - The mediator said the two teams could also meet informally before the next scheduled session, but the District has declined our request to do so.
  - Statewide, the number of mediation and fact-finding requests filed with the Public Employee Relations Board has gone up in recent years.
  - There was a discussion about how the upcoming retirements of Sr. Vice Presidents Doug Roberts and Mary Kay Rudolph could affect the impasse process.
- Robert Jackson, AFA budget analyst, presented the findings of his data analysis to the Council and guests:
  - The District claims that Rank 10, the linked contract/hourly salary schedules, and the faculty's low productivity are responsible for their budget problems.
  - The District's way of presenting the data paints a certain picture, but it's not the only way to look at the figures.
  - AFA asked the Board of Trustees if we could present the data at the Feb. 13 Board meeting (in either closed or open session), but the Board President declined AFA's request.
  - In this data analysis, these questions were asked and answered:
    - How much are faculty salaries stressing SRJC compared to other districts statewide?
    - How much are faculty salaries increasing as a percentage of the overall budget?
    - Is SRJC's ending fund balance dangerously low?

- When looking at instructional salaries/benefits as part of the total expenses, the statewide average is 48%, and SRJC is at 47.5% (Rank 35 of 72 Districts). That says, "We're state average."
- When looking at faculty salaries as a percentage of the total budget, for the last two years, there has been a state accounting requirement to add CalSTRS contributions to this figure. Even with this newly inflated figure, the faculty salary cost as a percentage of the total budget is going down when analyzed over the last 12 years. Faculty head count is also going down. This says, "The faculty is right-sized at SRJC."
- There is growth in non-instructional expenses versus instructional expenses, however.
- In looking at the ending fund balances over the last 12 years, it shows that the balance really has not changed much except when faculty agreed to cut salaries during the recession and the ending fund balance increased.
- See [http://www.afa-srjc.org/Misc/AFA\\_analysis\\_of\\_district\\_finances.pdf](http://www.afa-srjc.org/Misc/AFA_analysis_of_district_finances.pdf) for a summary of the data analysis.
- It was suggested that AFA present this budget data to other constituent groups (Senate, Student Government, DCC, etc.), showing how it differs from the District's narrative as presented by SVP Doug Roberts.

The meeting was adjourned at 4:50 p.m.

Minutes submitted by Carol Valencia.