

ALL FACULTY SANTA ROSA JUNIOR COLLEGE ASSOCIATION

GENERAL MEMBERSHIP MEETING MINUTES

May 14, 2025

(Approved by the Executive Council on August 27, 2025)

Executive Councilors present (noted by *):

* Anne Donegan, <i>presiding</i>	* Steven Kessler	* Siobhan McGregor-Gordon	* Carlos Valencia
* Ashley Arnold	* Jan Kmetko	* Venona Orr	* Michelle van Aalst
* Marc Bojanowski	* Dawn Lukas	* Jessie Paisley	* Sarah Whyllly
* Jessica Bush	* Sean Martin	* Ivan Tircuit	* Patsy Young
	* Tony Martin	* Emily Schmidt	* <i>associate vacancy</i>

Negotiators/Appointed Positions present: K. Frindell Teuscher, Mark Ferguson

Staff members present: Stephanie Simons

The meeting was called to order at 4:29 p.m. in Bertolini 4875, on the Santa Rosa campus and via Zoom conferencing.

COUNCIL PRESENTATION

1. Current negotiations topics and AFA interests (K. Frindell Teuscher, AFA Chief Negotiator and Anne Donegan, President)

K. Frindell Teuscher reported on the business of the Negotiation Team.

• Salary

An average of 3.03% raise was calculated prior to the release of the Governor's May Budget Revise. The Revise lowered the COLA to 2.3%, and was predicted to lower the average raise to 2.9%.

• Benefits

- Fully paid health care for Associates with 40% load was continued for 2025-26
- The District announced it does not plan to absorb the cost increase for Kaiser medical plans
- The TA included an agreement to continue negotiations over cost containment until July 1, 2025.
- The estimated cost increase was \$90 per person per month

• Changes to Articles

◦ Article 1: Agreement to the Contract

- Updated to reflect the new term of the contract: July 1, 2025 – June 30, 2025

◦ Article 8: Academic Calendar

- The language for negotiation of the faculty work calendar was moved to Article 31, and the revised Article 8 redirects the reader to Board Policy for the Academic Calendar.

◦ Article 10: Benefits

- Kaiser announced a 9% cost increase to all plans
- AFA and the District agreed to negotiate cost containment before July 1.

◦ Article 17: Job Descriptions

- For Counseling and DRD faculty, a job duties category was added to provide release from student contact – next year will populate the category.

◦ Article 26: Salary Schedule Development

- New and updated Career Development and College Prep (CDCP) pay factor categories to be effective Fall 2026:
 - CDCP 1.00, same as Credit Lecture
 - CDCP 0.80, same as Credit Lab, Tier 2
- The Course Outline of Record determines into which tier a course will be assigned. Some CDCP courses do not qualify for reassignment.

◦ Article 31: Working Conditions

- Negotiation of faculty work calendar moved from Article 8 to 31
- Non-District site working conditions will be audited, beginning with the eighty sites scheduled for use in fall 2025. Over time, all 2,000+ sites used by the District will be audited.

- Correctional faculty working conditions addressed in a previous MOU were moved into the contract.
- Article 32: Workload
 - K. encouraged CDCP faculty to examine their course outlines to ensure they match the current workload. Course tier label auditing begins in fall 2025.
 - The Extended Lecture Program was the sole outcome of the class size negotiations. There were additions to levels, and some thresholds were reduced. Class sizes of sixty or more students will result in additional load.
 - Faculty will receive two hours of paid trainings for Participatory Governance Committees. Members of College Council will lead the training.
- 2024-25 MOUs. K. explained that MOUs are used to affect immediate change. The MOUs are incorporated directly into the final contract (<http://afa-srjc.org/mou.shtml>).
 - Special Assignments
 - Curriculum Committee Faculty Co-chair received a temporary increase in reassigned time from 20% to 40%
 - Update to the IGNITE Coordinator duties
 - Job descriptions
 - Head Athletic Trainer was working without a job description. The full job description was added to Article 17.
 - EOPS-Counseling Department dissolution. AFA negotiated the impacts of the division. The MOU is an addendum to the contract, and included updates to release time and other department specifics.
- Side Letter
 - Formation of Committee for AFA and Management Problem Solving (CAMPS)
 - Replaces many 1:1 meetings between AFA and District officers.
- Topics for 2025-26
 - Grievance article rewrite.
 - Class size. AFA and the District had competing interests regarding class size, with AFA in pursuit of smaller class sizes. AFA must re-evaluate its goals in order to negotiate this topic.
 - Special Assignment: Museum Director. This vacant position will receive an overhaul and may be available as soon as the beginning of the next academic year.
 - More special assignment job descriptions. The Contract is silent on facility conditions when teaching off-campus. Simple equitable conditions are sought, such as access to bathrooms. Both CCAP and non-CCAP programs are affected.
 - Reproductive Loss Leave. A new law going into effect requires AFA to negotiate the impacts of the law.
 - Sabbatical: AFA will open the article to refine some processes to make the process less subjective and more contractually based.
 - Additional requests may be made by emailing the AFA office or a member of the Executive Council.
- Thanks was given to:
 - The Negotiations Team: Anne Donegan, Mark Ferguson, Siobhan McGregor-Gordon, Jessy Paisley, Emily Schmidt
 - The AFA Executive Council
 - AFA Staff
 - The District's Chief Negotiator, Josh Adams, and the District Team.
- The T.A. summary was made available at http://afa-srjc.org/tentative_agreement.shtml.
- Questions and Comments
 - Q: What is the thing you most want to work on that was left on the table?
 - ⇒ A: Class size, but SCIF and Banner stalled any further negotiations on this matter. Streamlining the grievance process would be a good project.
 - Q: How is COLA determined?
 - ⇒ A: It is referred to as the statutory COLA, and is developed by the governor. It is not a correlation to cost of living, rather it is more like how much money the state has available. The number is released in the January budget, May revise, and again in the final budget.
 - Q: Will we find out over the summer the results of the health benefits negotiations?
 - ⇒ A: Yes, AFA will announce the MOU and it will become a part of the TA for 2026.

ACTION ITEMS

1. Vote to accept TA

- A motion was made and seconded to approve the TA and send it to the members for their vote.
- The Executive Council unanimously agreed to approve the TA and send it to the members for their vote.

Anne concluded by thanking all participants for their assistance with completing the many tasks brought to the Executive Council this semester. Anne stated she looks forward to accomplishing more goals in the fall.

The meeting was adjourned at 4:54 p.m.

Minutes submitted by Stephanie Simons.