ALL FACULTY
SANTA ROSA JUNIOR COLLEGE
ASSOCIATION

GENERAL MEMBERSHIP MEETING MINUTES

May 13, 2026
(Approved by the Executive Council on August 26, 2026)

* Sarah Whylly, *presiding*	* Michelle Hughes Markovics	* Tim Melvin	* Christie Soldate
* Ashley Arnold	* Steven Kessler	* Venona Orr	* Michelle van Aalst
* Marc Bojanowski	* Dawn Lukas	* Jessy Paisley	* Johannes van Gorp
* Jessica Bush	* Sean Martin	* Stacie Sather	*Associate Vacancy*
* Amanda Greene	* Siobhan McGregor-Gordon	* Emily Schmidt	

Negotiators/Appointed Positions present: K. Frindell Teuscher, Ivan Tircuit, Matthew Martin
Staff members present: Stephanie Simons

The meeting was called to order at 4:18 p.m. in Bertolini 4875, on the Santa Rosa campus and via Zoom conferencing.

COUNCIL PRESENTATION

1. **Presentation of the T.A. (K. Frindell Teuscher, AFA Chief Negotiator)**
   K. reported the T.A. was slated to be sent on the evening of May 12, 2026 and remain open for the following 10 days. K. noted that the Negotiations process this year was not easy, as there was stagnation mid-year, followed in February by the announcement of a budget crisis.
   - <u>Salary</u>
     The District asked the faculty to forgo a pay raise and take two furlough days.
   - <u>Changes to Articles</u>
     - <u>Article 13: Department Chairs</u>
       - Department Chair release time for 2026-2029 will be calculated by June 1, 2026. No substantial changes are anticipated.
     - <u>Article 14: Evaluations</u>
       - Two minor clarifications were made:
         - When a faculty evaluation is missed, it will be conducted in the next semester the faculty member has an assignment. This is not to be conflated with a missed deadline.
         - The language in 14A was amended. It now clearly states that non-department peers will be assigned by Tenure Review Evaluations Group (TREG).
     - <u>Article 17: Job Descriptions</u>
       - A new job description was added for the Work Experience faculty members.
     - <u>Article 24: Retirement</u>
       - Eligibility requirements for the medical and dental stipend were clarified. One must complete 17 years of service in the District to be eligible for the stipend.
       - The rules regarding retirement plan options for associate faculty were clarified.
     - <u>Article 25: Sabbatical Leaves</u>
       - This article received a full re-write, with an air of respect for clarity and faculty professionalism.
       - Reports: The process was changed so a faculty member’s financial well-being is not determined by their peers.
         - Reports are limited to two pages, plus a campus presentation.
         - The Sabbatical Leaves Committee approves proposals.
         - A dean approves the reports.
       - The timeline and procedure from the Sabbatical Leaves Committee handbook have been brought into the contract. The act of keeping a handbook was a waiver of AFA’s bargaining rights, and AFA chose to rescind this waiver.
     - <u>Article 31: Working Conditions</u>
       - Faculty Transfer Process - clarifies faculty transfer into vacancies, and includes provision for 30-days’ notice from the District when new positions are available.

        - Mileage reimbursement - for travel required by an assignment. This largely benefits associate faculty, who were not permitted to receive any mileage reimbursement from the District.
        - Confidential communication via email – allows the District, with faculty permission, to send confidential communications via email with encryption.
        - On campus requirement for contract faculty.
            - Beginning in 2027-28, all contract faculty members are required to be on campus a minimum of 2 days per week for a minimum of 16 consecutive weeks per semester.
            - On campus activities include any combination of teaching, allied assignments, meetings, events, or office hours.
            - The District will not surveil the faculty to ensure the requirement is being met.
    - <u>Article 32: Workload</u>
        - Load banking - Banked load may be used at any time to reduce contract load up to 100%.
            - Note unchanged requirements: 1.2 FTE is needed per 1.0 FTEF taken off and a faculty member cannot have greater than a 10% negative contract load balance.
    - <u>Appendix 6: Special Assignments</u>
        - Study Abroad – developed a new special assignment for faculty participating in the Study Abroad program. AFA will help the Study Abroad Committee rewrite their contracts and requirements. The special assignment covers working conditions locally, not abroad.
        - Professional Development Coordinators received an increase in release time.
        - Student Learning Outcomes (SLO) Coordinators were reduced from two to one.
    - <u>Article 26: Salary Schedule Development</u>
        - Rank 10 Salary Formula = Rank 10 + (COLA-0.5%). There is no single metric that makes SRJC Rank 10. It is an idea that was developed into an ongoing salary formula. It relies on a comparison of salaries across the California Community College system. SRJC then aligns its salaries to be the 10th highest in the state. If there were no raise in the state, SRJC would also not receive a raise. There is no physical monetary allotment from which Rank 10 is drawn or that would be received by the District.
        - Two-day furlough – AFA will accept a two-day furlough in 2026-2027 (contract faculty only) and forgo raises between 3.03% and 3.83% (dependent on Step) based on the Governor's May Revise COLA of 2.8% in exchange for a commitment to fiscal sustainability from the District.
            - Furloughs will be scheduled on the District Designated day in August and the Saturday of Graduation, not on teaching days. Faculty will be giving up about 1% of pay. Faculty members are advised not to do any work on the furlough days.
        - District commitment to fiscal sustainability.
            - The District must find $10 million in ongoing or one-time savings in 2026-2027.
            - The District must achieve $12.5 million in ongoing savings in 2027-2028.
            - If the District does not achieve these savings, Unit A faculty will receive a one-time bonus in 2028-2029 equivalent to the raise Unit A faculty are forgoing in 2026-2027.
            - AFA has agreed to this reduction because the District must make significant one-time budget cuts. With the commitment from the District, AFA feels the District will be encouraged to develop a real and feasible plan to continue the savings into future years, without the faculty losing additional pay or facing schedule cuts.
        - Step and Column increases, including PGI steps will occur as usual.
    - <u>Article 10: Benefits</u>
        - Fully paid health care for associate faculty with 40% load continues.
        - Cost increases - AFA and the District have split the ongoing cost increase 75/25 with the District using funds from the Associate Medical Benefit Allowance (AMBA) fund.
        - Benefit plan offerings remain unchanged for 2026-2027.
- <u>Thanks were given to</u>:
    - The Negotiations Team: Anne Donegan, Sarah Whylly, Marc Bojanowski, Siobhan McGregor-Gordon, Jessy Paisley, Emily Schmidt
    - The AFA Executive Council
    - AFA Staff
    - The District's Chief Negotiator, Josh Adams, and the District Team.

- <u>Topics for 2026-27</u>
  - Impacts Bargaining over District Uses of Artificial Intelligence
  - Impacts Bargaining over District Reorganization and potential ERI
  - Special Assignment Job Descriptions
  - Additional requests may be made by emailing the AFA office or a member of the Executive Council.
- The T.A. summary was made available at http://afa-srjc.org/tentative_agreement.shtml.
- <u>Questions and Comments</u>
  - Q: If we go back to Rank 10 in the year after next, will it appear as a large jump in pay? What prevents the District from removing Rank 10? How will the savings be done?
    - ⇨A: Yes, it will appear as a large jump, assuming other colleges are getting raises. Nothing prevents the District from removing Rank 10, though AFA does not think the District will remove Rank 10 because it keeps labor peace. Currently, the people in charge of the financial areas of the college want to provide fair and competitive salaries. The District must show us their actual savings. The Academic Senate will have to be consulted regarding any program cuts because this is not in AFA's purview.
    - ⇨A: The District cannot unilaterally delete Rank 10 because it is a negotiated item in the Contract. All parties would have to agree and if agreement cannot be reached additional steps, such as impasse, would be triggered.
    - ⇨A: The current AFA-District contract is valid through 2028 and there are many steps over many years that would occur before any such changes
    - ⇨A: By taking this deal, the Negotiation Team thinks we are saving as much in FTEF allotment by minimizing cuts to the schedule and preventing layoffs.
    - ⇨A: Yes, AFA agreed to this deal because it was this or cut the schedule. This helps both colleagues and students.
  - Q: For allied staff, does the on-campus requirement mean (2) 8-hour days on campus?
    - ⇨A: No, it does not. No amount of time is specified. "Coffee badging," a Gen Z tech company term defined as coming to the office, scanning your badge, getting a cup of coffee and then leaving the office, will not be acceptable. A day on campus might include scheduling an office hour, followed by doing other things on campus, but it does not mean faculty must stay in their office for the entire day.
  - Q: How will the District's $12.5 million savings plan be checked?
    - ⇨A: AFA has a position called the Financial Analyst that is meant to find answers to these questions. AFA could consider filling the position to answer that question.
  - Q: If the District is only able to meet a portion of the savings, will the reimbursement be *pro rata*?
    - ⇨A: No. The plan must meet or exceed the $12.5 million savings.
  - Q: The deficit is $12.5 million this year, could it be different in the future? Could it grow?
    - ⇨A: The District states they are committed to finding an ongoing solution.
  - Q: Though not in AFA's scope of bargaining, what are some examples of things we might see the administration cut to meet these goals?
    - ⇨A: We might expect to see big changes, such as the consolidation of satellite campuses.
  - Q: The faculty is giving up approximately $4 million, which is equivalent to around 600 sections of class cuts. I hope that along with verifying the numbers, AFA will prevent the District from making any additional cuts at the faculty's expense. Does AFA have a strategy to prevent this?
    - ⇨A: Faculty professionalism is free. If the District cannot honor their statements, and they cannot find a solution to the budget deficit, faculty will demand a bigger say in how the college is run.
    - ⇨A: Putting pressure on the District to make bold and brave decisions is the best way to ensure accountability. We, as faculty, must encourage our colleagues to send to the administration their ideas about how the reorganization can work. Now is not the time to worry about the optics. Faculty should pressure the administration to rethink what deans do on this campus. Fewer deans are required because enrollment is down. Deans are not needed on hiring committees for associate faculty or committees purely about academics. If we shrink the job duties of deans, we shrink the number of deans we need. The administration must also close the gap on pay between the highest paid faculty and lowest paid dean.

- ⇨A: Managers have a “me too” clause. Every time the faculty get Rank 10, managers get the same raise. In 2016, a consultant re-benched manager salaries. Now, managers receive Step and Column on the re-benched salaries, plus Rank 10, and the COLA every year, far exceeding the highest paid faculty members.
- ⇨A: Faculty members on shared governance committees are encouraged to critically evaluate the ideas and statements made by District representatives about their plans to increase enrollment or reduce spending, ask for specific details, and hold them accountable to their promises.

ACTION ITEMS

1. Vote to Accept the T.A.

- 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.

Sarah reminded faculty members that the voting period runs from May13 – May 23.

Sarah thanked everyone for supporting her during her term as President of AFA.

The meeting was adjourned at 4:58 p.m. Minutes submitted by Stephanie Simons.