



May 20, 2016

Dear Faculty Colleagues—

Thursday afternoon, the AFA and District negotiations teams finalized the May 2016 Tentative Agreement (TA). The AFA General Meeting took place this morning, and the Executive Council unanimously voted to support the TA. We ask the Membership for your vote of support.

Attached is a summary of the negotiated revisions to a number of articles, as well as the tentative 2016-17 salary schedules. The summary also includes a list of items that AFA and the District worked on this year but have not yet finalized. The teams will resume negotiations on these items within the next few days, and we will keep the faculty apprised of our progress.

My thanks to all of our colleagues who have reached out to us this year to offer encouragement and support as we have negotiated on behalf of the SRJC faculty. Thanks also to our smart, dedicated colleagues on the AFA Executive Council and Cabinet, and to Candy Shell and Carol Valencia, who keep the whole operation running smoothly. Finally, a heartfelt thanks to the negotiations team for their intelligence, fierce advocacy for all faculty, and humor.

Warm regards,

Julie Thompson  
Chief Negotiator  
All Faculty Association

**AFA Negotiating Team:** *Ted Crowell, Mark Ferguson, Deirdre Frontczak, Sean Martin, and Terry Mulcaire*

**AFA Executive Council, Cabinet, and Negotiations Support:** *Sean Martin (President), Debbie Albers, Filomena Avila, Will Baty, Denise Beeson, Paulette Bell, Jeanette Ben Farhat, Marc Bojanowski, Shawn Brumbaugh, Terry Ehret, Mark Ferguson, Karen Frindell Teuscher, Deirdre Frontczak, Michelle Hughes Markovics, Robert Jackson, Molly Matheson, Terry Mulcaire, Dwayne Mulder, MJ Papa, Margaret Pennington, Warren Ruud, Karen Stanley, Michelle Van Aalst, and Albert Yu*

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# Summary of AFA Negotiations for 2015-16

Below is a summary of AFA's contract negotiations with the District in 2015-16, including a summary of the Tentative Agreement. AFA has prepared this summary for its membership.

## I. 2016-17 Faculty Salary

Article 26: Salary Schedule Development. The 2016-17 faculty salary schedules, effective Fall 2016, reflect an overall increase of 2.09 percent from the 2015-16 salary schedules. (Specific increases vary by step.) Additionally, the movement in the credit lab rate that will go into effect in Spring 2017 (see *Article 32*, below) results in adjusted salary schedules for hourly lab faculty. As a result, there are two sets of salary schedules for next year—one set for Fall 2016 and the other for Spring 2017. The 2016-17 salary schedules are on pages six and seven of this document. Workload reductions negotiated for faculty members teaching labs are reflected in the development of the hourly lab schedules.

## II. Summary of 2016 Tentative Agreement

The AFA and District Teams have successfully negotiated a Tentative Agreement for 2016. The AFA Executive Council recommends that the AFA membership ratify this agreement. If the AFA membership approves this Tentative Agreement, the following revisions would be applied to the 2014-17 AFA/District Contract. The current contract language and proposed revised contract language (which comprises the 2016 Tentative Agreement) are available on page four of this document.

Article 1: Agreement to the Contract. AFA and the District agreed to a small technical change regarding “openers” and Board policy/Board-approved plans that are within the scope of bargaining. When AFA exercises its right to bargain in response to the District's intention to create or amend Board policy/Board-approved plans, articles so opened will be mutually opened by AFA and the District.

Article 8: Academic Calendar. The teams agreed to convert one spring instructional day to a professional development day, giving departments autonomy in determining their own professional development needs. Departments may use the time for specific departmental topics or for their faculty members to determine their individual professional development needs. Converting this day from instruction to professional development equalizes the number of instructional days between the fall and spring semesters. The current practice of scheduling one PDA Day per semester is now specified in this provision.

Article 10: Benefits. This year's quotations from our providers came in below the 10 percent increase that would have triggered negotiations on health care benefits, so there will be no change to the current benefits provisions. The current provisions were approved by the Membership last spring and amended by Memoranda of Understanding (MOUs) in July 2015 and September 2015.

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Article 16: Hourly Assignments. Last fall, AFA and the District agreed to two MOUs that have been in effect this year; they will be incorporated into the TA. One MOU addresses two provisions in Article 16: 1) It provides clarification regarding professional ancillary activities, allowing faculty members to perform and receive compensation for specific types of work beyond the 67 percent cap established in law. 2) It deletes the “instructor of record” reference that adversely affected the established load calculation of faculty members who have their own assignments—for example, supervising students in clinical settings—but are not the actual instructor of record for the course.

The second MOU returns to the departments the responsibility of sending the solicitation of interest letter to faculty.

Article 17: Job Descriptions. This article has one narrow change, which is the addition of two hours of mandatory sexual harassment training. Contract faculty members will participate in the training every three years, adjunct faculty members teaching during fall and/or spring semesters will participate in training every sixth semester of employment, and adjunct faculty members who teach summers only will participate in training every third summer of employment. Faculty members may apply the two hours of training to their flex obligation or be compensated for two hours at the base hourly rate.

Article 18: Leaves. Faculty rights in this article have been widened to reflect current law. In addition, the revisions also better reflect modern parenting and the needs of children, and the Personal Necessity Leave may be applied to more types of absences.

Article 22: Professional Development. This article has one narrow change, which is the addition of two hours of mandatory sexual harassment training described in Article 17: Job Descriptions (above).

Article 32: Workload. AFA and the District have negotiated the first step toward phasing in increases to the workload calculation for contract and adjunct faculty members who teach labs. The new “floor” for credit labs will increase from the current 67 percent of parity, compared to lecture assignments, to 75 percent, with the first phase-in to 71 percent occurring in Spring 2017. Article 32 also provides that by March 2017, AFA and the District will determine workload tiers for all credit lab courses. Full implementation will be complete no later than Spring 2021.

### III. Text of the 2016 Tentative Agreement

The Tentative Agreement comprises the negotiated revisions to the 2014-17 AFA/District Contract, which are provided in Table 1, below. The current AFA/District 2014-17 Contract is at <http://www.santarosa.edu/afa/articles.shtml>. The approved 2015-16 Memoranda of Understanding are at <http://www.santarosa.edu/afa/mou.shtml>.

<b>Art. 1</b>	Clean: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art1%20Clean.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art1 Clean.pdf</a> Markup: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art1%20Markup.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art1 Markup.pdf</a>
<b>Art. 8</b>	Clean: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art8%20Clean.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art8 Clean.pdf</a> Markup: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art8%20Markup.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art8 Markup.pdf</a>
<b>Art. 10</b>	MOU dated 7/21/15 regarding Medical Benefit Provisions Clarifications <a href="http://www.santarosa.edu/afa/Contract/MOU/mou_10_benefit-plans.pdf">http://www.santarosa.edu/afa/Contract/MOU/mou_10_benefit-plans.pdf</a> MOU dated 9/8/15 regarding District HSA Contributions: <a href="http://www.santarosa.edu/afa/Contract/MOU/mou_10_HSA-contributions.pdf">http://www.santarosa.edu/afa/Contract/MOU/mou_10_HSA-contributions.pdf</a>
<b>Art. 16</b>	MOU dated 3/9/16 regarding Department Query of Interest: <a href="http://www.santarosa.edu/afa/Contract/MOU/mou_16_query.pdf">http://www.santarosa.edu/afa/Contract/MOU/mou_16_query.pdf</a> MOU dated 3/9/16 regarding Professional Ancillary Duties & Instructor of Record: <a href="http://www.santarosa.edu/afa/Contract/MOU/mou_16_prof-anc_ior.pdf">http://www.santarosa.edu/afa/Contract/MOU/mou_16_prof-anc_ior.pdf</a>
<b>Art. 17</b>	Clean: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art17%20Clean.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art17 Clean.pdf</a> Markup: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art17%20Markup.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art17 Markup.pdf</a>
<b>Art. 18</b>	Clean: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art18%20Clean.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art18 Clean.pdf</a> Markup: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art18%20Markup.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art18 Markup.pdf</a>
<b>Art. 22</b>	Clean: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art22%20Clean.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art22 Clean.pdf</a> Markup: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art22%20Markup.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art22 Markup.pdf</a>
<b>Art. 26</b>	Clean: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art26%20Clean.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art26 Clean.pdf</a> Markup: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art26%20Markup.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art26 Markup.pdf</a>
<b>Art. 32</b>	Clean: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art32%20Clean.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art32 Clean.pdf</a> Markup: <a href="http://www.santarosa.edu/afa/Contract/Tentative%20Agreement/TA%20May2016/Art32%20Markup.pdf">http://www.santarosa.edu/afa/Contract/Tentative Agreement/TA May2016/Art32 Markup.pdf</a>

### IV. Ongoing Negotiations from 2015-16 to 2016-17

The following items were discussed at the table but not completed in 2015-16. They will remain open for negotiation in 2016-17.

*Article 16: Hourly Assignments.* AFA and the District are discussing Special Expertise for fine arts and studio arts courses.

*Article 23: Progressive Discipline and Due Process.* The teams have been negotiating this article for more than four years and are nearing completion. In an effort to finalize the article, discussion at the table will continue later this semester and into the early summer. The finalized article will be included in the May 2017 Tentative Agreement.

*Article 30: Tenure Review.* AFA and the District have been discussing the need to distinguish among the three types of work currently undertaken by the District Tenure Review and Evaluations Committee (DTREC). The discussion is concerned with ensuring that all matters related to grievance or interpretation are handled according to Article 11: Conciliation/Grievance/Arbitration or Article 6: Interpreting Contract Language, respectively.

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Article 31: Working Conditions. The teams will continue to discuss the need for stronger safety protections for faculty.

Articles 31: Working Conditions and 32: Workload. The College's conversion to Canvas has resulted in the need for all faculty members with an online presence to invest time in learning the new platform and converting their homepage and course materials. For faculty with online courses, the additional workload equals scores of hours. Conversion to Canvas is a change in working conditions, and the hours required to accommodate this change pertain to faculty workload. AFA's goal is to negotiate compensation for this increased workload due to the unilateral change in working conditions; the impacts of a change in working conditions must be negotiated *before* an employer may implement those changes.

Article 32: Workload. The teams will be discussing the details of the faculty load banking program, which was implemented this year.

## V. Fall 2016 Faculty Salary Schedules

The SRJC faculty salary schedules are based on the 2016 AFA Salary Study and AFA/District Contract 26.02.G. They reflect an overall 2.09 percent increase from 2015-16. (Specific increased from 2015-16 vary by step.)

ANNUAL CONTRACT (FTEF)				
STEP	Class A	Class B	Class C	Class D
1	62828	66599	70594	72006
2	64708	68591	72706	74160
3	66588	70582	74817	76314
4	68467	72574	76929	78468
5	70346	74566	79041	80621
6	72225	76559	81153	82775
7	74106	78552	83264	84930
8	75985	80544	85376	87084
9	77864	82536	87488	89238
10	79744	84528	89600	91392
11	81623	86520	91711	93545
12	83502	88512	93823	95699
13	85382	90505	95935	97853
14	87261	92497	98047	100007
15	89141	94490	100158	102162
16	91021	96482	102270	104316
PG20	94659	100339	106359	108486
PG24		104197	110448	112658
PG28			114537	116828

BASE HOURLY				
STEP	Class A	Class B	Class C	Class D
1	43.48	46.09	48.86	49.83
2	44.78	47.47	50.32	51.33
3	46.08	48.85	51.78	52.82
4	47.39	50.23	53.24	54.31
5	48.69	51.61	54.70	55.80
6	49.99	52.99	56.16	57.29
7	51.29	54.37	57.63	58.78
8	52.59	55.74	59.09	60.27
9	53.89	57.12	60.55	61.76

ENHANCED LECTURE HOURLY				
STEP	Class A	Class B	Class C	Class D
1	84.18	89.23	94.59	96.47
2	86.69	91.90	97.42	99.37
3	89.21	94.57	100.24	102.26
4	91.75	97.24	103.07	105.14
5	94.26	99.92	105.90	108.03
6	96.78	102.59	108.72	110.91
7	99.30	105.26	111.57	113.80
8	101.81	107.91	114.40	116.68
9	104.33	110.58	117.22	119.57

ENHANCED NONCREDIT HOURLY				
STEP	Class A	Class B	Class C	Class D
1	57.51	60.96	64.62	65.90
2	59.23	62.78	66.55	67.89
3	60.94	64.61	68.48	69.86
4	62.68	66.43	70.41	71.83
5	64.40	68.26	72.35	73.80
6	66.12	70.08	74.28	75.77
7	67.84	71.91	76.22	77.74
8	69.56	73.72	78.15	79.71
8	71.27	75.55	80.08	81.68

ENHANCED LABORATORY HOURLY				
STEP	Class A	Class B	Class C	Class D
1	61.05	64.71	68.60	69.96
2	62.87	66.65	70.65	72.07
3	64.70	68.59	72.70	74.16
4	66.54	70.53	74.75	76.25
5	68.36	72.46	76.80	78.35
6	70.19	74.40	78.85	80.44
7	72.01	76.34	80.92	82.53
8	73.84	78.26	82.97	84.62
9	75.66	80.20	85.02	86.71

ENHANCED CDCP HOURLY				
STEP	Class A	Class B	Class C	Class D
1	64.26	68.11	72.21	73.64
2	66.18	70.15	74.37	75.86
3	68.10	72.19	76.52	78.06
4	70.04	74.23	78.68	80.26
5	71.96	76.27	80.84	82.46
6	73.88	78.31	83.00	84.67
7	75.80	80.35	85.17	86.87
8	77.72	82.38	87.33	89.07
8	79.64	84.41	89.48	91.27

These salary schedules are subject to negotiations and approval by the AFA membership and the SRJC Board of Trustees.

## VI. Spring 2017 Faculty Salary Schedules

The Spring 2017 faculty salary schedules differ from the Fall 2016 schedules to reflect the increase in Lab Hourly Pay from 66.667 percent of the lecture hourly rate to 71 percent of the lecture hourly rate, as explained in the changes to Article 32: Workload.

ANNUAL CONTRACT (FTEF)				
STEP	Class A	Class B	Class C	Class D
1	62828	66599	70594	72006
2	64708	68591	72706	74160
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6	49.99	52.99	56.16	57.29
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8	52.59	55.74	59.09	60.27
9	53.89	57.12	60.55	61.76

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8	69.56	73.72	78.15	79.71
8	71.27	75.55	80.08	81.68

ENHANCED LABORATORY HOURLY				
STEP	Class A	Class B	Class C	Class D
1	62.84	66.61	70.62	72.02
2	64.72	68.61	72.73	74.19
3	66.60	70.60	74.84	76.34
4	68.49	72.60	76.95	78.49
5	70.37	74.59	79.06	80.65
6	72.25	76.58	81.17	82.80
7	74.13	78.58	83.29	84.95
8	76.01	80.56	85.40	87.11
9	77.89	82.55	87.51	89.26

ENHANCED CDCP HOURLY				
STEP	Class A	Class B	Class C	Class D
1	64.26	68.11	72.21	73.64
2	66.18	70.15	74.37	75.86
3	68.10	72.19	76.52	78.06
4	70.04	74.23	78.68	80.26
5	71.96	76.27	80.84	82.46
6	73.88	78.31	83.00	84.67
7	75.80	80.35	85.17	86.87
8	77.72	82.38	87.33	89.07
8	79.64	84.41	89.48	91.27

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