



The AFA and District negotiations teams have finalized a Tentative Agreement for the 2019-20 contract. At its meeting Wednesday, May 8, the AFA Executive Council voted to approve the TA and recommend it to the Membership.

AFA notes that our last contract was ratified in May 2016, and expired in July 2017, that the District took AFA to impasse in November 2017, and that we returned to regular negotiations only in December of 2018, so this year's TA is the result of an unusually long, difficult, and complicated process of negotiations. One indication of that is an unusually high number of Memorandums of Understanding (30). A more detailed summary of the TA, as well as markup and clean versions showing the full text of negotiated changes, is available via a link embedded in the electronic ballots. Here is a brief summary of important elements of this year's negotiations:

- **Salary:** Application of the Rank 10 formula produces an average 4.62% increase for 2019-20 (pending state budget approval of the proposed 3.46% COLA). The hourly average increase is 5.05%, and the average contract increase is 4.26%. Raises vary by step.
- **Benefits:** For 2019-20 the District assumes the cost of an approximately 8% increase in medical benefits. Still no premium costs for Kaiser HMO, Kaiser ABHP and Blue Shield ADHP enrollees. The current 10.05.B premium costs for Blue Shield PPO and Blue Shield HMO enrollees are unchanged.
- **Lab Equity:** Three tiers (.75, .8, and 1.0) go into effect Fall 2020. (See [http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/lab equity course tiers.pdf](http://www.afa-srjc.org/Contract/Tentative%20Agreement/TA_May2019/lab_equity_course_tiers.pdf) for the list of course lab tiers.)
- **Article 26:** Preservation of the Rank 10 formula for calculating salaries. A new cap limiting total faculty payroll costs to 52.7% of the District's unrestricted general fund revenue. The cap can only apply for as much as two years, after which salaries will return to Rank 10. For a more complete description of the Article 26 agreement, see [http://www.afa-srjc.org/Misc/salary agreement announcement.pdf](http://www.afa-srjc.org/Misc/salary_agreement_announcement.pdf).
- **Article 23:** Sets forth clear guidelines, expectations, and faculty rights in matters of discipline. This article represents the achievement of a long-held goal of AFA.

- **Adjunct Medical Benefits Program:** The withholding from hourly salaries for this program will be reduced for 2019-20 from 2 percent to 1 percent.
- **Canvas conversion compensation:** Faculty who converted courses from Moodle or CATE platforms to Canvas are eligible for compensation, up to a June 30, 2019 deadline (see http://www.afa-srjc.org/Misc/canvas_conversion_compensation.pdf .)
- **Waivers:** With the expiration of the previous contract, AFA has exercised its right to remove contract language waiving our rights under labor law to negotiate a number of matters.
- **Minimum class size:** Increased from 20 to 22.

A more detailed summary of the TA, as well as markup and clean versions showing the full text of negotiated changes, is available via a link embedded in the electronic ballots. The TA is also posted on AFA's web site (http://www.afa-srjc.org/tentative_agreement.shtml).

This has been a long and hard pull. All thanks and credit are owed to AFA's stellar negotiations team and staff: Mark Ferguson, Robert Jackson, Sean Martin, Warren Ruud, Karen Frindell Teuscher, Julie Thompson, and Carol Valencia.

Terry Mulcaire
Chief Negotiations Officer, All Faculty Association

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Dear Faculty Colleagues—

Last Friday (May 3), the AFA and District negotiations teams finalized the May 2019 Tentative Agreement (TA). The AFA General Meeting took place this afternoon (May 8), 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, the tentative 2019-20 salary schedules, and a list of the MOUs completed since the ratification of the last contract in 2016; the MOUs that alter existing articles will be incorporated into the 2019-20 contract.

Thanks to all of our faculty colleagues who have reached out to us this year to offer encouragement and support over the last two years, as we have worked our way through and out of impasse to successful completion of a Tentative Agreement. Thanks also to our dedicated colleagues on the AFA Executive Council and Cabinet. A special thanks to Carol Valencia, whose skill, matchless memory, and constant good humor are indispensable. Finally, a heartfelt thanks to the negotiations team for their intelligence, savvy, and tireless and principled advocacy for all faculty. And thanks to the team, too, for all the jokes (and there were a lot). We might have made it without them, but it wouldn't have been as fun.

With regards,
Terry Mulcaire
Chief Negotiator
All Faculty Association

I. Summary of AFA negotiations 2016-2019:

Article 26, Salary Schedule Development:

- Preserves the Rank 10 mechanism for calculating faculty salaries, with one modest change to Cost-of-Living adjustments (COLA): for state-funded COLAs above 3 percent, AFA and the District will share equally the portion of COLA greater than 3 percent. This year's proposed state COLA is 3.46%, so this new provision is likely to apply for 2019-20, pending state budget approval of the COLA. Application of the Rank 10 formula for 2019-20 results in an average overall 4.62% increase for 2019-20 (pending state budget approval of the proposed 3.46% COLA). The average hourly increase is 5.05%, and the average contract increase is 4.26%.
- Preserves Article 26's linkage of hourly and full-time salaries.
- Adds a new budgetary safety switch for the District. This switch takes the form of a "Revenue Cap." Should the total cost of faculty salaries and linear benefits (excluding medical and dental) exceed 52.7 percent of the District's total Unrestricted General Fund revenue, that cost will be capped at the 52.7 percent figure. We are well under that figure currently; however, when the post-fire "hold harmless funding" ends, and the new funding formula takes full effect in 2020, we currently project that the cap is likely to apply. Faculty salaries can be capped for no more than two consecutive years. In the ensuing year, faculty salaries will once again be determined by applying the Rank 10 formula for that year. Thus, application of the Revenue Cap may put faculty salaries behind the Rank 10 mark temporarily, but they will return to that mark at least every third year. In any year where the Revenue Cap applies, and an administrator or administrators receive a raise, faculty salaries will automatically return to Rank 10.

Waivers removed from Articles 6, 9, 14A and B, 17, 18, 21, 22, 29, 30 and 31:

AFA has exercised its right, upon the expiration of the previous contract, to remove contract language waiving our rights under labor law to negotiate a number of matters. For example, the creation of the District Tenure Review and Evaluations Committee (DTREC) represented AFA's waiver of rights to interpret the contract, among other matters. DTREC has thus been dissolved, and replaced with a subgroup of the negotiations teams, the Tenure Review and Evaluations Group (TREG). AFA urges faculty especially to look at the changes resulting from the dissolution of DTREC in Articles 14A, 14B, and 30. Waivers removed from the other articles listed above include waivers of our right to grieve District decisions, and waivers where the previous contract ceded authority over matters of bargaining to District Policy, among other matters.

- Article 1** The term of the contract is July 1, 2019 - June 30, 2022.
- Article 3** Language on fair share fees is eliminated, as a consequence of changes resulting from the June 2018 Janus decision in SCOTUS.
- Article 5** Same as Article 3.
- Article 6** DTREC waiver removed.
- Article 7** Definition of DTREC removed; Definition of Tenure Review and Evaluations Group (TREG) added.
- Article 9** Waivers regarding Academic Freedom removed.
- Article 10** The deduction from the hourly salary schedules for the Adjunct Medical Benefits Program will be decreased from 2 percent to 1 percent for the 2019-20 academic year and reviewed thereafter.
- Article 14A** DTREC waivers removed; replaced with references to TREG.
- Article 14B** DTREC waivers removed; replaced with references to TREG.
- Article 17** Waivers granting District Policy authority over job descriptions removed.
- Article 18** Waiver removed about the non-grievability of decisions on leaves.
- Article 21** Waiver of the right to grieve district decisions on using lower-division college credits on PGI units.
- Article 22** Waiver granting District Policy over professional development removed.
- Article 26** Changes to formulas for calculating hourly schedules; these reflect changes in load coefficients resulting from lab equity agreements in Article 32.
- Article 29** Waivers removed about policy on substitutes and granting department chairs the right to set compensation for substitutes.
- Article 30** DTREC waivers removed; replaced with references to TREG.
- Article 31** Waivers removed concerning intellectual property and transfer procedures.
- Article 32** Numerous changes reflecting the agreements on lab equity and the creation of 3 new tiers for compensation of lab instruction, to be fully implemented in the Fall of 2020.

II. MOUs 2016-19: (also found at <http://www.afa-srjc.org/mou.shtml>)

MOU: Dissolution of Consumer & Family Studies Department	Aug 4, 2016
MOU Article 26: Reinstatement of Categorical Funding (restores funding for office hours for hourly assignments).	Aug 30, 2016
MOU Article 32: Modification of Credit Lab Load Factors	Oct 4, 2016
MOU: Temporary Extension of Break-in-Service for Dental Hygiene Faculty	Nov 22, 2016

<u>MOU Article 16: Special Expertise</u> (adds specific criteria for judging special expertise in Art, Music, Theater Arts, and other disciplines)	Jan 18, 2017
<u>MOU Article 32: Online College Project</u> (sets compensation for faculty developing courses for the Online College Project, or OCP)	Mar 8, 2017
<u>MOU Article 25: Sabbatical Leaves 2018-19</u>	Mar 31, 2017
<u>MOU Article 32: Maximum Class Size</u> (tasks an Academic Senate subcommittee with making recommendations on class size based on pedagogical principles; those recommendations will inform AFA's negotiations with the District on class size.)	May 1, 2017
<u>MOU Articles 14B & 16: Unsatisfactory Evaluation Rating</u> (creates a new "unsatisfactory" rating for "serious, documented failure" in the performance of required duties in hourly assignments. This rating constitutes termination in the department.)	May 19, 2017
<u>MOU Article 13: Department Chair Reassigned Time</u> (extends previous formula for chair RAT through 2019-20; this will need to be renegotiated next year)	July 11, 2017
<u>MOU Article 32: Exchange Assignments for DRD Faculty</u> (sets terms for contract counselors and DRD faculty to perform variable and exchange assignments)	Sept. 11, 2017
<u>MOU Article 13: X-Factor for Chair Reassigned Time</u> (clarifies and strengthens rights to compensation for chairs who work beyond contractual reassigned time)	Nov. 3, 2017
<u>MOU Article 13: X-Factor for Coordinator Reassigned Time</u> (clarifies and strengthens rights to compensation for coordinators who work beyond contractual reassigned time)	Nov. 3, 2017
<u>MOU Article 13: Coordinator Workload Study</u> (the results of this study will inform negotiations on coordinator workload and compensation)	Feb. 2, 2018
<u>MOU Summer 2018 Work on AB 705 & Guided Pathways</u>	May 15, 2018
<u>MOU Article 13: Temporary Change for Engineering & Applied Technology</u>	Aug. 28, 2018
<u>MOU Article 17: Temporary Change regarding Faculty Dual Enrollment Liaison</u>	Sept. 21, 2018
<u>MOU Additional Reassigned Time for Academic Senate</u> (grants the Senate an additional .8 FTE annually in reassigned time from the District)	Oct. 10, 2018
<u>MOU Article 26: Revenue Cap</u> (described in summary above)	Nov. 21, 2018
<u>MOU Umbrella: Compensation & Productivity</u> (grants AFA an additional 1.0 FTE in RAT; extends until Fall 2022 a place on the LOS for adjuncts who have lost assignments in the 2019 schedule reductions; increases minimum class size from 20 to 22).	Nov. 21, 2018
<u>MOU: Negotiating Impacts of Productivity Scheduling</u> (acknowledges the District's obligation to negotiate impacts and effects on subjects of bargaining)	Nov. 21, 2018
<u>MOU: AB 705 & Guided Pathways Work, Academic Year 2018-19</u>	Dec. 12, 2018
<u>MOU Article 32: Canvas Conversion Compensation</u> (sets compensation for faculty who converted courses from Moodle or CATE to Canvas ; expires June 30, 2019)	Dec. 12, 2018
<u>MOU Article 32: Extension of Extended Lecture Pilot</u> (extends the 32.04 ELL program through Spring 2020)	Dec. 19, 2018

<u>MOU Article 14B: Extension of Evaluation Pilot through 2019-20 (extends the 14B.21.H.8 Pilot through 2019-20)</u>	March 6, 2019
<u>MOU Article 31: Closure of Email Accounts (maintains District email accounts for adjuncts while they are either on the LOS or in the pool)</u>	March 6, 2019
<u>MOU Article 23: Misconduct Investigations and Progressive Discipline (new article)</u>	March 4, 2019
<u>MOU Article 13: Chair Vacancies (institutes departmental elections to replace chairs on temporary leaves)</u>	April 16, 2019

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III. Text of the 2019 Tentative Agreement

The Tentative Agreement comprises the negotiated new 2019-22 AFA/District Contract, which is provided in Table 1, below.

The current AFA/District 2014-17 Contract is at <http://www.santarosa.edu/afa/articles.shtml>.

The approved 2016-19 Memoranda of Understanding are at <http://www.santarosa.edu/afa/mou.shtml>.

Article 1	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art01 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art01 Markup.pdf
Article 3	Umbrella MOU dated 11/21/19 regarding reassigned time for AFA: http://www.afa-srjc.org/Contract/MOU/mou umbrella compensation and productivity.pdf Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art03 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art03 Markup.pdf
Article 5	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art05 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art05 Markup.pdf
Article 6	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art06 Clean.pdf Markup: : http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art06 Markup.pdf
Article 7	Umbrella MOU dated 11/21/19 regarding temporary change to definitions related to removal from length-of-service list: http://www.afa-srjc.org/Contract/MOU/mou umbrella compensation and productivity.pdf Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art07 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art07 Markup.pdf
Article 9	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art09 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art09 Markup.pdf
Article 10	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art10 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art10 Markup.pdf
Article 13	MOU dated 7/1/17 regarding Department Chair Reassigned Time: http://www.afa-srjc.org/Contract/MOU/mou art13 dept-chair-reassigned-time.pdf MOU dated 11/3/17 regarding X-Factor for Chair Reassigned Time: http://www.afa-srjc.org/Contract/MOU/mou art13 chair-x-factor.pdf MOU dated 11/3/17 regarding X-Factor for Coordinator Reassigned Time: http://www.afa-srjc.org/Contract/MOU/mou art13 coord-x-factor.pdf MOU dated 2/2/18 regarding Coordinator Workload Study: http://www.afa-srjc.org/Contract/MOU/mou art13 coord-workload-study.pdf MOU dated 8/28/18 regarding Temporary Change for Engineering & Applied Technology: http://www.afa-srjc.org/Contract/MOU/mou art13 temp-change-for-E&AP-dept.pdf MOU dated 4/16/19 regarding Chair Vacancies: http://www.afa-srjc.org/Contract/MOU/mou art13 chair-vacancies.pdf
Article 14A	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art14A Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art14A Markup.pdf
Article 14B	MOU dated 5/19/17 regarding Unsatisfactory Evaluation Rating: http://www.afa-srjc.org/Contract/MOU/mou art14b-16 unsatis-eval-rating.pdf MOU dated 12/11/18 regarding Evaluation Pilot Program: http://www.afa-srjc.org/Contract/MOU/mou art14b evaluation-pilot-program.pdf MOU dated 3/6/19 regarding Extension of Evaluation Pilot through 2019-20: http://www.afa-srjc.org/Contract/MOU/mou art14b evaluation-pilot-extension.pdf Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art14B Clean.pdf

	Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art14B Markup.pdf
Article 16	MOU dated 1/18/17 regarding Special Expertise Requirements: http://www.afa-srjc.org/Contract/MOU/mou_art16_special-expertise.pdf MOU dated 5/19/17 regarding Unsatisfactory Evaluation Rating: http://www.afa-srjc.org/Contract/MOU/mou_art14b-16_unsatis-eval-rating.pdf MOU dated 11/21/18 regarding temporary change to removal from length-of-service list: http://www.afa-srjc.org/Contract/MOU/mou_umbrella_compensation_and_productivity.pdf
Article 17	MOU dated 9/21/18 regarding Faculty Dual Enrollment Liaison: http://www.afa-srjc.org/Contract/MOU/mou_art17_fac-dual-enroll-liaison.pdf Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art17 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art17 Markup.pdf
Article 18	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art18 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art18 Markup.pdf
Article 21	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art21 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art21 Markup.pdf
Article 22	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art22 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art22 Markup.pdf
Article 23	MOU dated 3/4/19 regarding Misconduct Investigations and Progressive Discipline: http://www.afa-srjc.org/Contract/MOU/mou_art23.pdf
Article 25	MOU dated 3/31/17 regarding Number of Sabbatical Leaves: http://www.afa-srjc.org/Contract/MOU/mou_art25_sabbatical-leaves-2018-19.pdf
Article 26	MOU dated 8/30/16 regarding Reinstatement of Categorical Funding: http://www.afa-srjc.org/Contract/MOU/mou_art26_categ-fund-reinst.pdf MOU dated 11/20/18 regarding Revenue Cap for 2019-20 & 2020-21: http://www.afa-srjc.org/Contract/MOU/mou_umbrella_compensation_and_productivity.pdf MOU dated 11/21/18 regarding Revenue Cap: http://www.afa-srjc.org/Contract/MOU/mou_art26_revenue-cap.pdf Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art26 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art26 Markup.pdf
Article 29	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art29 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art29 Markup.pdf
Article 30	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art30 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art30 Markup.pdf
Article 31	MOU dated 3/6/19 regarding Closure of Email Accounts: http://www.afa-srjc.org/Contract/MOU/mou_art31_electronic-communication.pdf Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art31 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2019/Art31 Markup.pdf
Article 32	MOU dated 10/4/16 regarding Modification of Credit Lab Load Factors: http://www.afa-srjc.org/Contract/MOU/mou_art32_credit-lab-factors.pdf MOU dated 3/8/17 regarding Online College Project: http://www.afa-srjc.org/Contract/MOU/mou_art32_online-college-project.pdf MOU dated 5/1/17 regarding Maximum Class Size: http://www.afa-srjc.org/Contract/MOU/mou_art32_maximum-class-size.pdf MOU dated 9/11/17 regarding Exchange Assignments for DRD Faculty: http://www.afa-srjc.org/Contract/MOU/mou_art32_drd-exchange-assign.pdf MOU dated 7/11/18 regarding Extension of Extended Lecture Project: http://www.afa-srjc.org/Contract/MOU/mou_art32_extended-lecture-extension.pdf MOU dated 11/20/18 regarding Lab Equity Implementation Dates and Minimum Class Size: http://www.afa-srjc.org/Contract/MOU/mou_umbrella_compensation_and_productivity.pdf MOU dated 12/12/19 regarding Canvas Conversion Compensation: http://www.afa-srjc.org/Contract/MOU/mou_art32_canvas-conversion-compensation.pdf

	MOU dated 12/19/18 regarding Extension of Extended Lecture Pilot: http://www.afa-srjc.org/Contract/MOU/mou_art32_extended-lecture-pilot-extension.pdf Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2019/Art32_Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2019/Art32_Markup.pdf
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IV. 2019-20 Salary Schedules

Tentative **2019-20 Salary Schedules:**

http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2019/salary_schedules.pdf