



Dear Faculty Colleagues—

Last Friday (May 6), the AFA and District negotiations teams finalized the May 2022 Tentative Agreement (TA). The AFA General Meeting took place this afternoon (May 11), and the Executive Council voted to support the TA.

We ask the Membership for your vote of support in the ratification of this TA.

Attached is a summary of the negotiated revisions to a number of contract articles, the tentative 2022-23 salary schedules, and a list of the MOUs completed since the ratification of the last contract in 2021. The MOUs that alter existing articles will be incorporated into the 2022-2025 contract.

Thank you to our faculty colleagues for your support of AFA, especially during the trying times we have all been through during the pandemic. Thanks also to the AFA Cabinet and Executive Council for all of your hard work, dedication, and advocacy on behalf of the faculty, and to the illustrious AFA office staff Carol Valencia and Stephanie Simons for keeping the AFA organization running smoothly. Finally, thank you to the AFA Negotiations Team for all of your tireless work on this Tentative Agreement and the Side Letters that provided the faculty with needed adjustments to working conditions during the pandemic.

Sincerely,
K. Frindell Teuscher
Chief Negotiator, All Faculty Association

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The AFA and District negotiations teams have finalized a Tentative Agreement (TA) for the next contract, which will be in effect for a three-year term starting July 1, 2022. At its meeting Wednesday, May 11, the AFA Executive Council voted to approve the TA and recommend it to the Membership.

The TA encompasses changes to the AFA-District Contract. Though a significant portion of AFA's negotiations with the District over the past year has been over issues related to the COVID-19 pandemic, the resulting Side Letters pertaining to the state of emergency and the transition to post-pandemic operations are temporary. Since the Side Letters are negotiated outside of the contract, they do not automatically become part of the TA. However, AFA and the District have agreed to incorporate a number of provisions from the Side Letters into new contract. 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 some important elements of this year's negotiations:

- **Salary:** Application of the Rank 10 formula produces an average 3.7% increase for 2022-2023 (pending state budget approval of the proposed 5.33% COLA). Raises vary by step.
- **Benefits:** For 2022-23, the District will assume the cost increases in medical benefits. The District will continue to cover 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.
- **Provisions for Department Rights:** There is now a negotiated definition of the term "department" as it pertains to the contract. Under this definition, departments must include contract faculty and be chaired by a faculty member. All Unit A faculty members must belong to a department, and other District entities may not employ Unit A faculty under the AFA-District Contract, though individuals may be employed at the District in other classifications.
- **Department Chair Release Time:** The Department Chair release time formula has been recalculated with updated data. The release time table includes several newly merged and established departments, as well as inclusion of a department that did not previously have a chair.
- **Interdepartmental Transfer:** Provisions for contract faculty members to transfer into another department have been established. These provisions are similar to those for intercampus transfer, which already existed in the contract. Faculty members must meet minimum qualifications and have an FSA in the department into which they are transferring.

- **Privacy and Intellectual Property Rights:** Both privacy and intellectual property rights provisions have been expanded to explicitly state that these rights extend to both online and in-person classes, services and materials. The section now also includes the District's obligation to notify students of their responsibilities to faculty privacy with respect to recordings.

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).

Many thanks to the 2021-2022 AFA Negotiators: Anne Donegan, Sean Martin, Jessy Paisley, Carlos Valencia, and Sarah Whyllly and to AFA Administrative Director Carol Valencia and AFA Office Coordinator Stephanie Simons.

K. Frindell Teuscher
Chief Negotiations Officer, All Faculty Association

Summary of AFA Negotiations, 2021-2022

Below is a summary of AFA's contract negotiations with the District in for 2021-2022, including a summary of the Tentative Agreement. AFA has prepared this summary for its membership. Though a significant portion of AFA's negotiations with the District over the past year has been over issues related to the COVID-19 pandemic, the resulting Side Letters pertaining to the state of emergency and the transition to post-pandemic operations are temporary. Since the Side Letters are negotiated outside of the contract, they do not automatically become part of the TA. However, AFA and the District have agreed to incorporate a number of provisions from the Side Letters into new contract.

I. 2022-23 Faculty Salary

Article 26: Salary Schedule Development. The 2022-23 faculty salary schedules, effective Fall 2022, reflect an overall increase of 3.7 percent from the 2021-22 salary schedules. (Specific increases vary by step.) The tentative 2022-23 salary schedules can be found at the end of this document.

II. Summary of the Tentative Agreement

The AFA and District Teams have successfully negotiated a Tentative Agreement for 2022. 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 2022-25 AFA-District Contract. The current contract language and proposed revised contract language (which comprises the 2022 Tentative Agreement) can be found in the next section of this document.

Entire Contract: Throughout the contract, the term "associate" will replace "adjunct". All references to gender-specific pronouns will be replaced with gender-neutral language.

Article 1: The term of the contract is three years, commencing July 1, 2022 and ending June 30, 2025.

Article 7: A definition of "department" has been added to the Article. For the purposes of the Contract, a department must employ contract faculty and be chaired by a faculty member according to the provisions of Article 13.

Article 10: The District has agreed to absorb the increases to the cost of health benefits for 2022-2023. AFA and the District agree to negotiate cost containing measures for future increases to the cost of health benefits during 2022-23.

Article 13: The name of the Article has been changed to Departments, Department Chairs, and Career Education Coordinators to reflect the inclusion of department rights in the Article and to further clarify the distinction between Career Education Coordinators and other assignments that include the term "Coordinator" in the name. The section on department rights includes provisions to ensure that only departments employ faculty as such, and that all faculty members belong to a department.

The Department Chair reassigned time formula has been recalculated to include newly merged departments and the addition of a department chair to Work Experience. The Acting Department Chair of the newly established Ethnic Studies Department has been added to the list as well.

Article 14B: The pilot project that provides that faculty members are paid for additional and out-of-department evaluations has been extended for one additional year.

Article 17: While no changes were made to the Article itself, several Special Assignments and accompanying job descriptions, selection processes, and compensation structures were added to the associated Appendix (Appendix 6).

Article 18: A better defined process was negotiated for the banking and distribution of donated faculty sick leave hours that may be used by faculty members on Catastrophic Leave.

Article 21: A Spring submission option for PGI has been added. Faculty members who submit their PGI application in Spring who are awarded a PGI step increase will receive retroactive pay to January 1 of that year.

Article 24: Retirees will be notified that any portion of the District-provided medical and dental stipend that is not used for medical expenses is taxable, and will be sent a 1099 form if the excess amount exceeds \$600. A letter of explanation will accompany the notification.

Article 31: Provisions for faculty privacy and intellectual property rights have been expanded to explicitly state that these rights apply to both online and in-person teaching and allied services.

The section on faculty transfer has been updated to include interdepartmental transfer along with the pre-existing provisions for intercampus transfer. Tenured faculty members may request transfer into a different department, whether or not the department has an open position, provided that they meet minimum qualifications and establish an FSA in the department into which they wish to transfer.

A new section covering some basic Distance Education working conditions has been added to the Article. The section includes requirements for regular and effective contact, rules for camera policies, and faculty obligations to students under the Family Educational Right to Privacy Act.

III. Text of the 2022 Tentative Agreement

The Tentative Agreement comprises the negotiated revisions that will be incorporated into the new 2022-2025 AFA-District Contract, which are provided in Table 1, below.

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

The approved 2022-2023 Memoranda of Understanding can be found in Table 2, below, and at <http://www.santarosa.edu/afa/mou.shtml>.

Table 1

Negotiated Revisions to the 2022-25 AFA-District Contract

Article 1	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art1 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art1 Markup.pdf
Article 7	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art7 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art7 Markup.pdf
Article 10	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art10 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art10 Markup.pdf
Article 13	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art13 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art13 Markup.pdf
Article 14B	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art14B Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art14B Markup.pdf
Article 18	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art18 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art18 Markup.pdf
Article 21	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art21 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art21 Markup.pdf
Article 24	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art24 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art24 Markup.pdf
Article 31	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art31 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Art31 Markup.pdf
Appendix 4	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Appdx4 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Appdx4 Markup.pdf
Appendix 6	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Appdx6 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2022/Appdx6 Markup.pdf

Table 2

Approved 2022-23 Memoranda of Understanding

Article 14B MOU: Evaluation Pilot Project	September 10, 2021
Special Assignment: Native American Center Coordinator	October 11, 2021
Special Assignment: Founding Chair of Ethnic Studies Department	October 18, 2021
Special Assignment: Ethnic Studies Advisory Group	January 18, 2022
Article 7: Definition of a Department	January 28, 2022
Article 13: Department Chairs and Coordinators	January 28, 2022
Special Assignment: Faculty Lead for SRJC Construction Center	February 22, 2022
Special Assignment: Sonoma-Marín Bus Operator Pre-Apprenticeship Grant Coordinator	March 30, 2022
Establishment of the Counseling and EOPS Department	April 15, 2022

IV. Ongoing Negotiations from 2021-22 to 2022-23

The following items were discussed at the table but not completed in 2021-22. They will remain open for negotiation or be reopened in 2022-23.

Article 21: Professional Growth Increments. AFA will reopen this article in Fall 2022, and the article will remain open until the contract expires in June 2025. AFA’s continuing interests include streamlining the process for earning and tracking PGI units and making the system of awarding PGI more transparent and equitable.

Article 13: Coordinator compensation. AFA has an interest in better defining the way that CE Coordinators are compensated and has presented several options to the District that would allow for codification of the CE Coordinator pay structure.

Articles 31: AFA has an interest in further strengthening privacy protections for faculty. Additionally, AFA would like to negotiate language to protect and improved working conditions for associate faculty.

V. 2022-23 Salary Schedules

Tentative 2022-23 Salary Schedules:

http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2022/salary_schedules.pdf