

Summary of AFA negotiations, 2022-2023

Below is a summary of AFA's contract negotiations with the District in for 2022-2023, including a summary of the Tentative Agreement. AFA has prepared this summary for its membership.

I. 2023-24 Faculty Salary

Article 26: Salary Schedule Development. The 2023-24 faculty salary schedules, effective Fall 2023, reflect an overall increase of 6.6 percent from the 2022-23 salary schedules. (Specific increases vary by step.) The tentative 2023-24 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 2023. 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 2023 Tentative Agreement) can be found in the next section of this document.

Article 8: The Departmentally Determined Professional Development Day has been eliminated and replaced with an additional Flex day.

Article 10: Associate faculty members with loads of 40% or greater will be eligible for fully paid health benefits. The District has agreed to absorb the increases to the cost of health benefits for 2023-2024. AFA and the District agree to negotiate cost containing measures for future increases to the cost of health benefits during 2023-24, most likely by pursuing a new dental insurance carrier.

Article 13: The Department Chair reassigned time formula has been recalculated for the next three academic years. Appendix 4 of the contract will be updated accordingly. There are additional language changes pertaining to classified staff.

Article 14A: There is a minor language change to section 14A.11 pertaining to classified staff.

Article 14B: There is a minor language change to section 14B.11 pertaining to classified staff.

Article 17: The job description for Disability Resource Specialists has been revised, and a job description for Athletic Trainers has been added.

Article 21: The PGI submission process, the number of units required for PGI, and the charge of the PGI committee have been revised. The salary schedule PGI steps will go to 28 in each salary column.

Article 22: The Flex requirements have been updated to reflect the total of 30 hours of Flex and PDA required of contract faculty members. Six of the Flex hours must be completed with DEIAA-related activities.

Article 29: The required use of Notices of Absence (NOA's) has been updated to exclude absences on District business.

Article 31: A new section covering associate faculty working conditions has been added to the article. The section contains provisions covering department membership, office space, access to facilities, and a pilot program for associate faculty with more than 40% online or hybrid assignments to be issued a District laptop computer.

Article 32: Student consultation (office hours) may be held 100% remotely for online assignments, and 50% remotely for in-person assignments. Faculty members may choose to hold office hours in alternative publicly accessible locations such as the tutorial center.

Text of the 2023 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 OF ARTICLES

Article 8	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2023/Art8 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2023/Art8 Markup.pdf
Article 10	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2023/Art10 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2023/Art10 Markup.pdf
Article 13	Clean: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2023/Art13 Clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2023/Art13 Markup.pdf
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Appendix 4	Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2023/Appdx4_Clean.pdf
	Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2023/Appdx4_Markup.pdf

MOUs, 2022-2023 : (also found at <http://www.afa-srjc.org/mou.shtml>)

March 8, 2023	MOU: Article 17.07 Counseling Faculty
September 30, 2022	Special Assignment MOU: Dance Coordinator
September 12, 2022	Article 21: Professional Growth Increments (PGI)
September 1, 2022	Special Assignment MOU: SLO Coordinator

III. Ongoing Negotiations from 2022-23 to 2023-24

The following items were discussed at the table but not completed in 2022-23. They will remain open for negotiation in 2023-24.

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.

Article 14A and 14B: AFA and the District will explore options for incorporating self-evaluations with peer review into the evaluation process for regular faculty and associate faculty with offer rights.

Article 26: CDCP workload study. AFA will conduct a workload study in departments that offer CDCP courses with the goal of determining whether CDCP courses should be compensated at the credit lecture rate. The study will be completed during the Fall 2023 semester.

Article 32: Class size. AFA and the District will engage in negotiations over class size by discipline, beginning with pedagogy-based recommendations from the Academic Senate.

IV. 2023-24 Salary Schedules

Tentative 2023-24 Salary Schedules:

http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2023/salary_schedules.pdf