

Summary of AFA negotiations, 2023-2024

Below is a summary of AFA's contract negotiations with the District in for 2023-2024, including a summary of the Tentative Agreement. AFA has prepared this summary for its membership.

I. 2024-25 Faculty Salary

Article 26: Salary Schedule Development. The 2024-25 faculty salary schedules, effective Fall 2024, reflect an average overall increase of 3.5 percent from the 2023-24 salary schedules. (Specific increases vary by step.) The tentative 2024-25 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 2024. 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 2024 Tentative Agreement) can be found in the next section of this document.

Article 3: Language pertaining to AFA representation was updated to reflect current committees within the District.

Article 10: Associate faculty members with loads of 40% or greater remain eligible for fully paid health benefits. The District has agreed to absorb the increases to the cost of health benefits for 2024-2025. AFA and the District agree to negotiate cost containing measures for future increases to the cost of health benefits during Fall 2024.

Articles 14A and 14B: Regular and associate faculty members will be required to reflect on the employment of teaching, learning, and professional practices that engage inclusion, diversity, equity, accessibility, and anti-racist principles in the self-assessment document.

Effective Fall 2025, members of evaluation teams will be required to have completed an evaluation team training within the last 12 months.

Language pertaining to additional compensation for peer evaluators who perform more than three evaluations has been updated and clarified. The terms of the compensation have been moved to Article 32.

Article 16: The established load for contract faculty members performing hourly assignments has been capped at 40%. Language has been added to clarify that contract faculty members may perform hourly assignments in excess of 40% without needing approval from the VPAA.

Article 17: The definition of an SLO assessment assignment has been updated to clarify that the assignment entails assessing all SLOs in a course.

Article 30: Probationary contract faculty members will be required to reflect on the employment of teaching, learning, and professional practices that engage inclusion, diversity, equity, accessibility, and anti-racist principles in the self-assessment/duties assessment document.

Effective Fall 2025, members of tenure review teams will be required to have completed an evaluation team training within the last 12 months.

Article 31: The associate laptop use program was removed from pilot status and will be expanded to allow associate faculty with an online or hybrid load of 27% to participate.

Newly hired associate faculty members will be compensated to attend a two-hour paid orientation to the District and will be compensated one additional hour for orientation within their department.

Article 32: Through Spring 2029, the compensation for associate faculty SLO assignments will be one hour at the base hourly rate per SLO in the course up to a maximum of five hours.

Appendix 5: New courses and those who have gone through the appeals process have been updated to reflect the appropriate lab tier status.

Appendix 6: Special Assignments that have ended have been removed and short-term, grant-funded positions have been moved to the AFA website.

Text of the 2024 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://afa-srjc.org/contract.shtml>.

The approved 2023-2024 Memoranda of Understanding can be found in Table 2, below, and at <http://afa-srjc.org/mou.shtml>.

TABLE OF ARTICLES

Article 3	Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art3_clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art3_markup.pdf
Article 10	Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art10_clean.pdf Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art10_markup.pdf

Article 14A	<p>Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art14A_clean.pdf</p> <p>Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art14A_markup.pdf</p>
Article 14B	<p>Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art14B_clean.pdf</p> <p>Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art14B_markup.pdf</p>
Article 16	<p>Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art16_clean.pdf</p> <p>Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art16_markup.pdf</p>
Article 17	<p>Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art17_clean.pdf</p> <p>Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art17_markup.pdf</p>
Article 30	<p>Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art30_clean.pdf</p> <p>Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art30_markup.pdf</p>
Article 31	<p>Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art31_clean.pdf</p> <p>Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art31_markup.pdf</p>
Article 32	<p>Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art32_clean.pdf</p> <p>Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Art32_markup.pdf</p>
Appendix 5	<p>Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Appdx5_Lab_Tiers_clean.pdf</p> <p>Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Appdx5_Lab_Tiers_markup.pdf</p>
Appendix 6	<p>Clean: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Appdx6_Special_Assignments_clean.pdf</p> <p>Markup: http://www.afa-srjc.org/Contract/Tentative_Agreement/TA_May2024/Appdx6_Special_Assignments_markup.pdf</p>

MOUs, 2023-2024 : (also found at <http://www.afa-srjc.org/mou.shtml>)

March 12, 2024	Article 31: Working Conditions (CCAP)
February 22, 2024	Special Assignment: Forensics Program Coordinator
February 22, 2024	Article 24: Retirement

III. Ongoing Negotiations from 2023-24 to 2024-25

The following items were discussed at the table but not completed in 2023-24. They will remain open for negotiation in 2024-25.

Article 17: Job Descriptions and Special Assignments. Negotiations will continue over the job description for the Head Athletic Trainer. AFA and the District will continue codifying job duties for previously unnegotiated Special Assignments (see Appendix 6).

Article 26: CDCP compensation. In Fall 2023, AFA conducted 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 has been used to inform negotiations over increasing CDCP compensation, which began in Spring 2024 and will continue into next year.

Article 31: AFA and the District will continue to negotiate over terms for required minimum use of the District LMS for courses with an online component.

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

IV. 2024-25 Salary Schedules

Tentative **2024-25 Salary Schedules:**

[http://www.afa-srjc.org/Contract/Tentative Agreement/TA May2024/salary_schedules.pdf](http://www.afa-srjc.org/Contract/Tentative%20Agreement/TA%20May2024/salary_schedules.pdf)