

**Initiative R1** *Regular faculty annual salaries (choose one):*

- A. *Should be reduced by no more than 2.5% to offset State funding reductions to the hourly schedules (adjunct and overload). This 2.5% reduction would be over and above the current 0.565% reduction.*
- B. *Should be reduced by no more than 0.565% (one additional furlough day in 2009-10) to offset State funding reductions to the hourly schedules (adjunct and overload). This 0.565% reduction would be over and above the current 0.565% reduction.*
- C. *Should not be reduced by more than the current 0.565% reduction.*

## **Background**

In 2001, the State initiated two categorical programs, the *Part-time Faculty Compensation Program* and the *Part-time Faculty Office Hours Program*, to provide additional funding for hourly assignments. (Hourly assignments comprise both adjunct and overload assignments.) In 2008-09, these two programs provided 8% (\$1.8 million) of the ongoing payroll for the lecture, laboratory, non-credit, and CDCP hourly assignments.

The State budget in 2009-10 calls for a 62% reduction in these two programs. Presently, the AFA Contract calls for a reduction to the enhanced hourly salary schedules if these programs are reduced. Should the conditions of the Contract be implemented, the ongoing payroll for these enhanced hourly schedules will be reduced by approximately 5% over and above the 0.565% reduction resulting from the one-day furlough this fall semester.

If the reduction were to be spread across all salary schedules, then all salaries, including regular faculty annual salaries, would be reduced by approximately 2.5%. This option would require renegotiating the above provision of the Contract.

If regular faculty took an additional furlough day, regular faculty salaries would be reduced by 0.565% (\$170 thousand), which could be used to offset the categorical programs cuts. (State Education Code allows for no more than one additional furlough day by regular faculty.) If the resulting savings were applied against the cuts to the two categorical programs, the reduction to the affected hourly schedules would be reduced by approximately 4.4% instead of 5%. This option would require renegotiating the above provision of the Contract.

## **The issue**

If Option A receives a majority of votes, then the AFA Negotiating Team will be directed by the AFA Executive Council to negotiate an equal reduction of approximately 2.5% to both contract and hourly salary schedules to offset the loss of categorical funding for hourly assignments.

Otherwise, if Options A and B together receive a majority of votes, then the AFA Negotiating Team will be directed by the AFA Executive Council to negotiate a reduction of no more than 0.565% to offset the categorical program cuts to enhanced hourly schedules by approximately \$170 thousand. The resulting reduction to the enhanced hourly schedules is approximately 4.4%.

If Option C receives the majority of the votes, then the AFA Negotiating Team will be directed by the AFA Executive Council not to negotiate any salary reduction to the regular faculty salary schedule, and allow the reductions to occur as directed by the Contract. The resulting reduction to the enhanced hourly schedules is approximately 5%.

**NOTE:** If regular faculty members do not agree to take any further salary reduction to offset the State categorical cuts to the hourly schedules (R1) and if regular faculty do not agree to take any salary reduction to fund the Adjunct Medical Benefits Program (R4), the adjunct faculty will be asked in a separate referendum within two weeks the following question:

*To provide funding for the Adjunct Medical Benefits Program, hourly faculty salaries should be reduced by no more than 2%. This 2% reduction would be above and beyond the current 0.565% reduction and whatever reduction from State categorical cuts is applied.*

- A. Yes
- B. No

## References

[www.santarosa.edu/afa/Contract/Articles/art26.pdf](http://www.santarosa.edu/afa/Contract/Articles/art26.pdf)

You can see how Options *A*, *B*, and *C* affect your salary at:

[www.santarosa.edu/afa/Fa09Referendum.shtml](http://www.santarosa.edu/afa/Fa09Referendum.shtml) .

## Discussion

Read the comments of your colleagues at [www.santarosa.edu/afa/Fa09Referendum.shtml](http://www.santarosa.edu/afa/Fa09Referendum.shtml) .

You may contribute to this discussion by emailing your comments to [afa@santarosa.edu](mailto:afa@santarosa.edu) using your College email and *SUBJECT: Referendum*.

**For Initiative R1**

<p><b>Option A</b>  <i>This option provides for a reduction of up to 2.5% in regular faculty salary. At right are the dollar amounts for a 2.5% reduction for each step and class.</i></p>	<table border="1"> <thead> <tr> <th>STEP</th> <th>Class A</th> <th>Class B</th> <th>Class C</th> <th>Class D</th> </tr> </thead> <tbody> <tr><td>1</td><td>\$1,394</td><td>\$1,477</td><td>\$1,566</td><td>\$1,597</td></tr> <tr><td>2</td><td>\$1,442</td><td>\$1,529</td><td>\$1,620</td><td>\$1,653</td></tr> <tr><td>3</td><td>\$1,491</td><td>\$1,580</td><td>\$1,675</td><td>\$1,708</td></tr> <tr><td>4</td><td>\$1,539</td><td>\$1,632</td><td>\$1,729</td><td>\$1,764</td></tr> <tr><td>5</td><td>\$1,588</td><td>\$1,683</td><td>\$1,784</td><td>\$1,820</td></tr> <tr><td>6</td><td>\$1,636</td><td>\$1,734</td><td>\$1,838</td><td>\$1,875</td></tr> <tr><td>7</td><td>\$1,685</td><td>\$1,786</td><td>\$1,893</td><td>\$1,931</td></tr> <tr><td>8</td><td>\$1,733</td><td>\$1,837</td><td>\$1,947</td><td>\$1,986</td></tr> <tr><td>9</td><td>\$1,782</td><td>\$1,889</td><td>\$2,002</td><td>\$2,042</td></tr> <tr><td>10</td><td>\$1,830</td><td>\$1,940</td><td>\$2,056</td><td>\$2,097</td></tr> <tr><td>11</td><td>\$1,879</td><td>\$1,991</td><td>\$2,111</td><td>\$2,153</td></tr> <tr><td>12</td><td>\$1,927</td><td>\$2,043</td><td>\$2,165</td><td>\$2,209</td></tr> <tr><td>13</td><td>\$1,976</td><td>\$2,094</td><td>\$2,220</td><td>\$2,264</td></tr> <tr><td>14</td><td>\$2,024</td><td>\$2,145</td><td>\$2,274</td><td>\$2,320</td></tr> <tr><td>15</td><td>\$2,073</td><td>\$2,197</td><td>\$2,329</td><td>\$2,375</td></tr> <tr><td>16</td><td>\$2,121</td><td>\$2,248</td><td>\$2,383</td><td>\$2,431</td></tr> <tr><td>PG20</td><td>\$2,180</td><td>\$2,311</td><td>\$2,449</td><td>\$2,498</td></tr> <tr><td>PG24</td><td></td><td>\$2,373</td><td>\$2,515</td><td>\$2,565</td></tr> <tr><td>PG28</td><td></td><td></td><td>\$2,581</td><td>\$2,633</td></tr> </tbody> </table>	STEP	Class A	Class B	Class C	Class D	1	\$1,394	\$1,477	\$1,566	\$1,597	2	\$1,442	\$1,529	\$1,620	\$1,653	3	\$1,491	\$1,580	\$1,675	\$1,708	4	\$1,539	\$1,632	\$1,729	\$1,764	5	\$1,588	\$1,683	\$1,784	\$1,820	6	\$1,636	\$1,734	\$1,838	\$1,875	7	\$1,685	\$1,786	\$1,893	\$1,931	8	\$1,733	\$1,837	\$1,947	\$1,986	9	\$1,782	\$1,889	\$2,002	\$2,042	10	\$1,830	\$1,940	\$2,056	\$2,097	11	\$1,879	\$1,991	\$2,111	\$2,153	12	\$1,927	\$2,043	\$2,165	\$2,209	13	\$1,976	\$2,094	\$2,220	\$2,264	14	\$2,024	\$2,145	\$2,274	\$2,320	15	\$2,073	\$2,197	\$2,329	\$2,375	16	\$2,121	\$2,248	\$2,383	\$2,431	PG20	\$2,180	\$2,311	\$2,449	\$2,498	PG24		\$2,373	\$2,515	\$2,565	PG28			\$2,581	\$2,633
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