ADJUNCT ISSUES SUBCOMMITTEE MEETING

November 19, 2010

In attendance: Alix Alixopolus, Paulette Bell, Lara Branen, Lynn Harenberg-Miller, Mike Starkey

Mike Starkey reported on the CCCI conference and shared that the participants had unanimously passed a resolution in support of adjunct. All agreed that they would like to see AFA pass something along these lines. In general, Mike was impressed with the degree to which other colleges seem supportive of adjunct and expressed that this seemed to contrast the current climate at SRJC.

The meeting started with a discussion regarding Article 16 and Paulette Bell expressed concerns with respect to 16.04.F that will be expiring spring 2011. She asked Negotiators Lara Branen and Lynn Harenberg-Miller to take this concern to Negotiations and they agreed to do that. Lara mentioned that the budget crisis was not going away in the next year.

The top concerns discussed and upon which there is consensus included the following:

1. The committee wants to see a recommitment to prorata pay as a goal of AFA.
2. The committee feels that the Adjunct Issues session for PDA day should be organized and run by adjunct councilors.
3. In the Article 16 rewrite the committee would like to see improvements for adjunct faculty consistent with the interests/wish list that the adjunct councilors on Article 16 committee have shared with that committee:
   • FT “new” date of hire takes effect upon accepting Hourly teaching assignment.
   • FT will lose assignments rights the same way as PT. After two semesters, Hourly Assignment rights are lost and they would move to the bottom of the length of service list.
   • Retirees establish a “new” hire date. This could also be a benefit to The District based on pay savings. Retirees currently come back on Step 9.
   • FT faculty should progress through Steps on the hourly pay schedule same as PT.
   • Explore Bumping Rights for adjuncts (in terms of PT faculty bumping PT faculty without assignment priority. (See Santa Monica College contract)
   • Limits to overload in budget cut scenarios.
   • Special Expertise applied equally to FT and PT.
4. The adjunct councilors are interested in a shift from a single grievance officer to a grievance committee, as other colleges have, with an adjunct member on the committee. This seems logical to the committee considering the preponderance of adjunct faculty conciliations and grievances.
5. The committee would like to see more time spent on the grievance report in closed session of AFA council meetings.

The concept of meeting more than once in a semester was suggested and all agreed this would be desirable.