AFA santa rosa junior college
All Faculty Association

AFA is working for you.
The strength of faculty working together.

We are pleased to announce that the District and AFA have come to agreement in our negotiations on *Article 26: Salary Schedule Development*, of the faculty contract. With this agreement, the impasse proceedings that began in December 2017 are at an end, and the additional salary deductions for a "strike relief fund" have been cancelled. [1] The District and AFA negotiating teams will now return to normal negotiations on a number of contract matters, with the expectation that we will reach a Tentative Agreement (TA) on a new contract by this May, and put the TA before the faculty at that time for a vote. The new Article 26 is now in the form of a Memorandum of Understanding (MOU) that takes effect immediately. The MOU will have no effect on 2018-19 salaries. It will become part of the TA in May, when faculty will have a chance to vote on it, along with any and all other agreements reached by the respective negotiating teams.

Here are the major features of the new Article 26 MOU:

1) It preserves the Rank 10 mechanism for calculating faculty salaries, with one modest change to COLA adjustments: for state-funded COLAs above 3 percent, AFA and the District will share equally the portion of COLA greater than 3 percent.
2) It preserves Article 26's linkage of hourly and full-time salaries.
3) It adds a new budgetary safety switch for the District. This switch takes the form of a "Revenue Cap." Should the total cost of faculty salaries and linear benefits [2] exceed 52.7 percent of the District's total Unrestricted General Fund revenue, that cost will be capped at the 52.7 percent figure. We are well under that figure currently; however, when the post-fire "hold harmless funding" ends, and the new funding formula takes full effect in 2020, we currently project that the cap is likely to apply. *We understand that faculty will have questions about this mechanism, which is the major new feature of Article 26.* We urge faculty to ask any questions you have. We will answer them as soon as possible, and/or incorporate your questions into the Article 26 FAQ which we are in the process of writing. You may also bring questions to our General Membership meeting on Wednesday, November 28 (details below).
4) Faculty salaries can be capped for no more than two consecutive years. In the ensuing year, faculty salaries will once again be determined by applying the Rank 10 formula for that year. Thus, application of the Revenue Cap may put faculty salaries behind the Rank 10 mark temporarily, but they will return to that mark at least every third year.
5) In any year where the Revenue Cap applies, and an administrator or administrators receive a raise, faculty salaries will automatically return to Rank 10.

This last provision about administrative salaries is especially important. It was the District's proposal, and by linking management raises to Rank 10, it expresses the District's new commitment to Rank 10 as a critical feature of SRJC's tradition of excellence. In turn, AFA's agreement to the cap represents our commitment to the District's ongoing fiscal stability. AFA has always recognized, and historically has acted on the recognition, that pressing for Rank 10 in cases of genuine budget crisis would be foolish. The new Article 26 represents a means for building into the contract both the District's commitment to Rank 10, and AFA's interest in and commitment to the District's fiscal stability.

The AFA negotiating team thanks you again for your support over the last difficult year of impasse proceedings, and urges you to come to our General Membership meeting on Wednesday afternoon, **November 28, at 4:30 pm, in Lark 2004**. Zoom conferencing will also be available for faculty members to participate remotely.

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[1] A detailed announcement about the strike relief fund, with directions for faculty who wish to receive a refund, will be coming later today.
[2] Linear benefits include those benefits that are proportional to salary, such as Medicare taxes and employer STRS payments, but exclude medical and dental benefits.

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