



Colleagues—

As many of you are aware, the District has begun taking steps to reduce SRJC course offerings and related support structures and services. AFA understands this is a comprehensive effort to help “right-size” the College. For years, the College has maintained courses and support structures based on a goal of reaching 20,000 FTES (Full-Time Equivalent Students). For a handful of years prior to the recession, Santa Rosa Junior College hit 20,000 FTES, the enrollment required for “large college” designation and additional funding from the State. However, despite outreach efforts, the College has been unable to recapture the “large college” designation for many years.

While attempting to reach 20,000 FTES, the College kept in place course offerings and related support services it has now determined are no longer sustainable. The Administration has informed AFA that it will be taking steps to reduce course offerings and services; and, therefore, will be reducing total faculty teaching load and the size of all three employee groups—faculty, classified, and administrative/management.

AFA has understood for some time that such a course correction would be in the College’s future. Earlier postponements merely kicked the proverbial can down the road. While these shifts will certainly create pain, AFA recognizes that the Administration’s decision to move in this direction was inevitable given the College’s budget conditions.

As Dr. Chong explained last spring, this effort will include streamlining administrative and classified positions, reducing course offerings, potential program elimination, and a cost benefit analysis of each College site. Dr. Chong explained that to the extent possible the District intends to “preserve permanent positions and use retirements and resignations, in addition to taking the steps above, to provide the necessary cost savings.”

Even with utilizing retirements or resignations, the immediate impact of cutting the course schedule is that there will be less total load available for faculty: fewer classes and fewer allied services. We understand that starting with Spring 2019, the District plans to reduce course offerings by around 9 percent. We keenly understand that these reductions will impact our faculty, particularly adjunct faculty members with less seniority.

Decisions regarding total course offerings, total hours of allied services, program direction, and non-faculty personnel typically fall outside the legal scope of bargaining for AFA. AFA does have a right to negotiate with the District over the *impacts* of such decisions on faculty working conditions and has and will continue to do so. Through such negotiations, AFA will have an opportunity to address any negotiable issues that may arise as the schedule cuts go forward. The District has acknowledged AFA’s right to negotiate any such impacts as they arise, and we look forward to continuing to collaborate in any such negotiations.

The District promised AFA to approach its planned schedule cuts deliberately and with consideration for students, faculty, and classified staff. AFA appreciates these reassurances. It will of course remain fully involved in this process to protect faculty rights and interests and ensure that the burden of these changes is shouldered equitably.

AFA has confidence in our ability to protect faculty interests by working with the District in impacts negotiations

and otherwise as appropriate, as the cuts go forward. AFA is extremely pleased with the good faith exhibited by all parties during our negotiations with the District. We believe this mutual good faith to be directly responsible for our recent agreements on numerous important issues to faculty such as Article 23 (the "Just Cause" article on progressive discipline), on Rank 10, on a Memorandum of Understanding (MOU) regarding summer work on Guided Pathways/AB705, an MOU that extends the Extended Lecture pilot, and other matters that have arisen this fall.

This gives us confidence that as new issues arise, AFA and the District will be able to work collaboratively to resolve them, and that when the District reduces the course schedule, AFA will have a voice to ensure the reductions are handled consistently with faculty rights and in consideration of faculty, student, and staff interests.

**Article 16: Hourly Assignments.** During this time, it will be important to ensure that length-of-service lists are up to date and that assignments are made within the provisions of Article 16. Please do not hesitate to contact AFA with questions about applying this article.

While schedule reductions are always distressing, we currently have much stronger faculty protections in place than we did previously. Article 16 now protects established load even if a faculty member's actual load goes down in a given semester. For example, if your established load is currently 60 percent but due to cuts to the class schedule the District can offer you only 40 percent, you will still have an established load of 60. This means that in the future, the District will once again offer you 60 percent when such load is available based on your position on the length-of-service list.

The District has also proposed and AFA has agreed to a new Memorandum of Understanding on Article 16, extending offer rights for adjunct faculty who have a break in service due to the current schedule cuts. Under this MOU, starting in Spring of 2019, faculty who would have been removed from their department's length-of-service (LOS) lists because of a break in service will remain on the LOS list until Fall 2022. This MOU extends the allowable break-in-service from 3 semesters (plus adjacent summers) to as many as 8 semesters.

During the recession, several faculty members temporarily ceded their hourly assignments to make them available to those with greater financial need. Now, because of Article 16's greater protections regarding established load and offer rights, any faculty member on the length-of-service list may voluntarily forgo assignments while preserving both established load and offer rights. Please note that no one may discourage a faculty member from exercising contractual rights to hourly load. AFA is committed to ensuring Article 16 and the CBA's provisions on workload are followed and to negotiate with the District as necessary over any impacts on faculty working conditions that arise.

We understand how difficult this will be for faculty, especially part-time faculty, and strongly encourage you to contact AFA with any questions you may have.

### All Faculty Association

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