



Dear Faculty colleagues,

As you recall, in April 2018, the District proposed a pause in impasse proceedings, and Dr. Chong authorized the District negotiations team to return to the table and recommence negotiations with the AFA team. Those meetings began in May, and they have continued into the summer. I can report that the two teams are engaged in good faith negotiations, are working hard, and are making progress. The AFA team remains hopeful that we and the District will come to a mutually satisfactory agreement by the beginning of the Fall 2018 semester. We are also prepared to continue negotiating if it takes longer than that to reach an agreement.

In the meantime, here are a few things you should know as the August 20 start date for Fall 2018 classes approaches.

Our negotiations are ongoing, and should we reach an agreement with the District before the start of Fall 2018 classes we will inform the faculty about details right away.

In case current negotiations are still ongoing at the start of Fall classes, faculty paychecks August 31 and September 10 will reflect the application of the Rank 10 formula for 2018-19. The complete salary schedule, showing the Rank 10 calculation for 2018-19, is at the AFA site here: [http://www.afa-srjc.org/Contract/salary\\_sched.pdf](http://www.afa-srjc.org/Contract/salary_sched.pdf). (This draft is still pending review by the District.)

In what we hope is the unlikely event that our current negotiations should stall, the District and AFA retain the right to restart impasse proceedings, moving on to the fact-finding stage. In case that happens, faculty paychecks during the Fall of 2018 will reflect the application of the Rank 10 formula for 2018-19, until such time as the fact-finding process is completed, and the PERB negotiator issues a settlement proposal.

Terry Mulcaire  
Chief Negotiations Officer, AFA

*Sent bcc to DL.STAFF.FAC.ALL*

All Faculty Association

Santa Rosa Junior College  
437 Elliott Avenue  
[afa@santarosa.edu](mailto:afa@santarosa.edu)  
<http://www.afa-srjc.org/>  
(707) 527-4731  
(707) 524-1762 Fax