AFA santa rosa junior college
All Faculty Association
AFA is working for you.
The strength of faculty working together.

AFA FALL 2009 NEWSLETTER

September 29, 2009 **www.santarosa.edu/afa** **(707) 527-4731**

Who Ya Gonna Call — AFA or the Academic Senate?

by Janet McCulloch, AFA Chief Negotiator

In the AFA office we receive lots of calls from lots of different faculty members. Many times it is the job of our officers and our office staff to clarify the responsibilities of AFA as opposed to the Academic Senate. It is true that AFA does share some responsibilities with the Academic Senate and that we work closely with the Senate leadership on a variety of issues. As your exclusive bargaining agent, AFA negotiates the Contract, which outlines the terms and conditions of your employment, but there are so many parts of academic life not covered in the Contract, nor should they be. *(cont. on page 2)*

We're going green!

Hard copies of AFA Updates and Newsletters will now be available only by request.

Go to www.santarosa.edu/afa/communications.shtml to view, download, and/or print current and past issues of AFA's *Updates, Dialogues* and *Newsletters*.

If you would prefer to receive a hard copy in your campus mailbox or at your home address, send your request via email to afa@santarosa.edu or call the AFA office at 527-4731.

Save this newsletter for future reference!

Inside you'll find info on:

AFA/Senate Q & A

Understanding Your Paycheck

Direct Deposit

2009-10 AFA Calendar Deadlines

Contact Information for AFA Council

Step 3 Salary Advancement for Adjunct

and more . . .

Step 3 Advanced Placement for Adjunct Faculty:

Goes into effect Spring 2010 — Forms due to HR by January 11, 2010

Effective Spring 2010, newly hired adjunct faculty may be eligible for placement at Step 3, and continuing adjunct faculty may be eligible to advance to Step 3, by submitting the appropriate documentation of previous experience to the Human Resources Department no later than January 11, 2010. Forms for step advancement are available on the Human Resources Website:

www.santarosa.edu/hr/forms-linked/FacultTeachingVerificationForm.doc

www.santarosa.edu/hr/forms-linked/FacultyWorkExperienceVerificationForm.doc

Remember: it is your responsibility to make sure that you are on the right step, and that you have been given class placement credit for any additional units from accredited institutions. For more detailed information, see *Article 27: Salary Placement* at www.santarosa.edu/afa/articles.shtml . If you have questions or need further information, contact the AFA office at 527-4731 or afa@santarosa.edu , or Gina Waggoner in the Human Resources Department at 527-4786 or gwaggoner@santarosa.edu .

AFA Publications Committee

Lara Branen-Ahumada
Publications Coordinator

Paula Burks
Cheryl Dunn
Ann Herbst
Reneé Lo Pilato

Janet McCulloch
Warren Ruud
Judith Bernstein
Candy Shell

Questions or comments?
Call 527-4731 or send them to afa@santarosa.edu

Who Ya Gonna Call?

(continued from page 1)

One way to understand the overlap between the AFA Contract and the Academic Senate "10+1" (see page 3) is to think of it this way: before you are hired, you go through the hiring process and it is the Senate's responsibility to describe and manage the hiring process to insure that the District follows state and federal law and that all applicants are treated fairly. After you are hired, the AFA Contract applies to you because that document governs salary, benefits, workload, and general working conditions not covered in state or federal law, or District policy. There are, however, many processes related to your job that the Academic Senate oversees. Some of these areas include curriculum development, program development, program review, professional ethics, and anything related to student success and matriculation.

What if?

Take the simple quiz on page 3 of this newsletter to see who you should contact if you have a problem at SRJC.

(cont. on page 3)

Who Ya Gonna Call? *(continued from page 2)*

Choose one of the following answers for the questions that follow below:

A. AFA
B. Academic Senate
C. Either or both

Questions:

1. You aren't sure whether you are getting paid the correct rate of pay. Before you call Payroll, for advice you should call: _____ .

2. You aren't getting along with someone in your department. This person is spreading rumors that you are an "easy" grader, that your degree is from an inferior academic institution, and that you were only hired because of the color of your hair. You should contact: _____ .

3. You have been selected to give a speech at a very prestigious conference in your field of expertise. Your chair tells you that the dean will not approve a substitute for the two days you will be gone in Antigua. You should call: _____ .

4. You want to be appointed to the District Curriculum Review Committee. You should email: _____ .

5. You want to develop a new and innovative program for the College, and you want to know how that process works. You would first telephone: _____ .

6. You are being evaluated, but you want to know what the process entails and what your responsibilities are. You should contact: _____ .

7. After being evaluated, you are not happy with the outcome, and you don't believe that the process was followed properly. You should most definitely call: _____.

8. You are going to have a baby, but you're not sure about all the different kinds of leaves, but before you announce the blessed event to anyone you want to have a confidential chat with someone outside your department. For the best advice you would contact: _____ .

(See Answers on page 4)

Academic Senate

"10 +1"

The Academic Senate is responsible for ten academic and professional matters identified in Ed Code §53200, plus any other mutually agreed upon matters:

1. Curriculum, including establishing prerequisites
2. Degree and certificate requirements
3. Grading policies
4. Educational program development
5. Standards/policies for student preparation and success
6. College governance structures as related to faculty roles
7. Faculty roles and involvement in accreditation processes
8. Policies for faculty professional development activities
9. Processes for program review
10. Processes for institutional planning and budget development

+1 Other academic and professional matters as mutually agreed upon

Who Ya Gonna Call? *(continued from page 2)*

AFA

Salary, Benefits, and Working Conditions

All articles in the AFA Contract

AFA and Academic Senate's Shared Responsibilities in the AFA Contract

Article 8:
Academic Calendar

Article 9:
Academic Freedom

Article 14:
Evaluations

Article 15:
Faculty Service Areas and Competency Standards, and Reduction in Force of Faculty Positions

Parts of Article 17:
Job Descriptions

Article 22:
Professional Development

Article 30:
Tenure Review.

Answers:

1. Call the AFA office at (707) 527-4731, and Judith or Candy will explain the different rates of pay and how the salary schedule works. You could also call the Payroll Department at (707) 521-7857 or (707) 522-2751.

2. This is possibly a matter for the Academic Senate's Professional Ethics Committee, and not a contractual matter at all. Call the Senate office at 527-4595.

3. AFA has recently rewritten *Article 29: Substitutes and Reporting Faculty Absences* to clarify the process for hiring subs. Even though speaking at the conference is a matter of professional development and therefore a shared responsibility of AFA and the Academic Senate, the actual hiring of a substitute is a salary and working conditions issue.

4. One of the Academic Senate's primary functions is to oversee the development of curriculum and programs for the College. AFA has several appointments to District-wide committees, but the CRC is not one of those. (See the AFA and Senate Websites for their committee lists.)

5. Again, the Senate oversees curriculum development and the process for educational program development.

6. Although AFA and the Academic Senate share this responsibility, the process is defined and outlined in Article 14 of the Contract. You could call either office for information.

7. When the evaluation process has begun, then it becomes a contractual matter and may be grievable. Call the AFA office or AFA Conciliation/Grievance Officer Ann Herbst at 527-4732 for clarification of the Contract. If there is a violation, AFA will take the matter forward or refer the matter to the District Tenure Review and Evaluations Committee (DTREC) for review.

8. Article 18 of the Contract covers all leaves including sick leave, maternity leave, the Family Medical Leave Act, and other kinds of unpaid leaves. Contact the AFA office for confidential information before you initiate any processes.

Fall 2009 Calendar of AFA Meetings & Contractual Deadlines

Aug - 1	Health Insurance Open Enrollment Period Begins
Aug - 12	AFA Special Executive Council Meeting 3 pm
Aug - 13	New Faculty Orientation Day (Mandatory Furlough for 2009-10)
Aug - 14	Professional Development Activity Institutional (Mandatory) Day - No Classes Scheduled
	AFA Workshop: "Of Interest to Adjuncts" 5 pm
Aug - 17	Fall 2009 Classes Begin
	Salary Placement/Advancement Form Deadline – Continuing Faculty
Aug - 21	ERO Application Deadline - Mid-year Retirement
	Evaluation Deadline - Dean of Curriculum & Educational Support Services Sends List of Evaluees to Chairs
Aug - 26	AFA Executive Council Meeting 3 - 5 pm
Aug - 29	Evaluation Deadline - Chair Returns Corrected List to Dean of Curriculum & Educational Support Services
Aug - 31	Health Insurance Open Enrollment Period Ends
Sep - 1	Adjunct Medical Benefits Program Eligibility Period Begins
Sep - 4	Chair Emails Solicitation of Interest in Spring 2010 Hourly Assignment
	Evaluation Deadline - Chair Reminds Regular and Continuing Adjunct Evaluees re: Materials Deadline
Sep - 7	Labor Day Holiday
Sep - 9	AFA General and Executive Council Meetings 2:30 pm
Sep - 11	Evaluation Deadline - Chair consults w/Supervising Administrator
	Evaluation Deadline - Dean of Curriculum & Educational Support Services Notifies Evaluees
	Evaluation Deadline - Evaluees' Materials Due to Chair (Regular and Continuing Adjunct)
	Professional Growth Increment Applications Due
Sep - 18	Evaluation Deadline - Chair Appoints Peers, Requests Materials from Evaluees (Temporary and Probationary Adjunct), and Conducts Observations & Student Evaluations (Optional)
Sep - 24	AFA Executive Council Meeting 3 - 5 pm
Sep - 25	Evaluation Deadline - Observation & Student Evaluation Period Begins-Evaluators Schedule Obsrv Dates
	Evaluation Deadline - Chair Calls First Team Meeting and Communicates Calendar to Evaluees
Sep - 30	Adjunct Medical Benefits Program Eligibility Period Ends
Oct - 1	ERO Application Deadline for End-of-year Retirement
Oct - 3	Evaluation Deadline - Teams Provide Classified Staff Response Questions to DTREC, if appropriate
Oct - 9	Adjunct Faculty Medical Premium Payroll Deductions Begin for October through March Premiums
Oct - 13	Budget Forum 3 pm
Oct - 14	AFA Executive Council Meeting 3 - 5 pm
Oct - 23	Evaluation Deadline - Observation & Student Evaluation Period Ends
Oct - 28	AFA Executive Council Meeting 3 - 5 pm
Nov - 1	Approved Professional Growth Increment Applications Submitted to Board of Trustees
Nov - 2	Final Sabbatical Leave Reports Due for Spring 2009 Leaves
Nov - 10	Professional Development Activity (Flex) Day - No Classes Scheduled
	Department Chair Elections
Nov - 11	Veteran's Day Holiday
Nov - 13	Evaluation Deadline - Observation Visits Completed
	Evaluation Deadline - Evaluees Submit Portfolio Documents to Chair
Nov - 20	Evaluation Deadline - Team Meetings
	Evaluation Deadline - Student Evaluations Administered and Summarized
Nov - 25	AFA Executive Council Meeting 3 - 5 pm
	Evaluation Deadline - Evaluators Complete Observation Reports and Meet with Evaluees
	Evaluation Deadline - Complete Evaluation Documents Submitted to Chair
Nov - 26	Thanksgiving Holiday Begins
Nov - 29	Thanksgiving Holiday Ends
	Adjunct Faculty Flex Verification Form Deadline
Dec - 4	Evaluation Deadline - Chair Submits Documents to Supervising Administrator
	Evaluation Deadline - Team Meetings with Evaluees
Dec - 9	AFA Executive Council Meeting 3 - 5 pm
Dec - 10	Adjunct Faculty District Activities Fund (AFDAF) Application Submittal Deadline 5 pm
Dec - 14	Finals Week Begins
Dec - 18	Adjunct Faculty IRC 125 Form Deadline
	Evaluation Deadline - Chair Submits Portfolio & Student Evaluation Data to Supervising Administrator
	Finals Week Ends
Dec - 19	Winter Break Begins

Spring 2010 Calendar of AFA Meetings & Contractual Deadlines

Jan - 4	Regular Faculty IRC 125 Form Deadline
Jan - 10	Winter Break Ends
Jan - 11	Spring 2010 Classes Begin
	Salary Placement/Advancement Form Deadline - Continuing Faculty
Jan - 13	AFA Executive Council Meeting 3 - 5 pm
Jan - 18	Martin Luther King, Jr. Holiday
Jan - 27	AFA Executive Council Meeting 3 - 5 pm
Jan - 29	Chair Emails Solicitation of Interest in Fall 2010 Hourly Assignment to Faculty
	Evaluation Deadline - Chair Reminds Regular and Continuing Adjunct Evaluees re: Materials Deadline
Feb - 5	Evaluation Deadline - Dean of Curriculum & Educational Support Services Notifies Evaluees
	Evaluation Deadline - Chair consults w/Supervising Administrator
	Evaluation Deadline - Regular and Continuing Adjunct Evaluees' Materials Due to Chair
Feb - 10	AFA Executive Council Meeting 3 - 5 pm
Feb - 12	Evaluation Deadline - Chair Appoints Peers, Requests Materials from Temporary and Probationary Adjunct Evaluees, and Conducts Observation & Student Evaluation (Optional)
Feb - 12	Lincoln's Day Holiday
Feb - 15	Washington's Day Holiday
Feb - 16	Professional Development Activity Institutional (Mandatory) Day - No Classes Scheduled
Feb - 19	Evaluation Deadline - Observation & Student Evaluation Period Begins-Evaluators Schedule Obsrv Dates
	Evaluation Deadline-Chair Calls First Team Meeting & Communicates Calendar to Evaluees
Feb - 24	AFA Executive Council Meeting 3 - 5 pm
Feb - 26	Evaluation Deadline - Teams Provide Classified Staff Response Questions to DTREC, if appropriate
Mar - 1	Adjunct Medical Benefits Program Eligibility Period Begins
Mar - 2	Final Sabbatical Leave Reports Due for Fall 2009 Leaves
Mar - 10	AFA Executive Council Meeting 3 - 5 pm
Mar - 15	Spring Break Begins
Mar - 19	Professional Development Activity (Flex) Day - No Classes Scheduled
Mar - 20	Spring Break Ends
Mar - 24	AFA Executive Council Meeting 3 - 5 pm
Mar - 26	Evaluation Deadline - Observation & Student Evaluation Period Ends
Mar - 31	Adjunct Medical Benefits Program Eligibility Period Ends
Apr - 14	AFA Executive Council Meeting 3 - 5 pm
Apr - 9	Sabbatical Leave Committee Sends Final Reports to VP, Academic Affairs
	Adjunct Faculty Medical Premium Payroll Deductions Begin for April through September Premiums
Apr - 16	Evaluation Deadline - Observation Visits Completed
	Evaluation Deadline - Evaluees Submit Portfolio Documents to Chair
Apr - 23	Evaluation Deadline - Team Meetings
	Evaluation Deadline - Student Evaluations Administered and Summarized
Apr - 28	AFA Executive Council Meeting 3 - 5 pm
Apr - 30	Evaluation Deadline - Evaluators Complete Observation Reports and Meet with Evaluees
	Evaluation Deadline - Complete Evaluation Documents Submitted to Chair
May - 1	All Faculty - Flex Verification Form Submittal Deadline
May - 7	Evaluation Deadline - Chair Submits Documents to Supervising Administrator
	Evaluation Deadline - Team Meetings with Evaluees
May - 10	Adjunct Faculty District Activities Fund (AFDAF) Application Submittal Deadline 5 pm
May - 11	Board of Trustees Approves Final Sabbatical Leave Reports
May - 12	AFA Executive Council Meeting 3 - 5 pm
May - 17	Finals Week Begins
May - 21	Evaluation Deadline - Chair Submits Portfolio & Student Evaluation Data to Supervising Administrator
	Finals Week Ends
May - 22	Commencement

To view event details, go to www.santarosa.edu/afa/calendar.shtml .
Questions? Contact AFA at afa@santarosa.edu or call (707)527-4731.

Understanding Your Paycheck

EARNINGS
This area shows the four-character code for each type of earning you receive. It will show docks on a separate line as a negative amount and will also show separate lines for retroactive and arrears payments. If your pay is based on hours or days, the rate of pay and number of units will be displayed.
www.santarosa.edu/afa/Misc/earnings_code_chart.pdf

Name/Employee ID
Only the last four digits of your SSN are displayed.

Units *
Hours paid.

Federal/State
Your federal and state witholding status and exemptions.

DEDUCTIONS
The format gives descriptions of every mandatory and voluntary deduction from your pay. There are columns for employee and employer amounts. If you have additional federal and state taxes deducted, these amounts are shown on a separate line. Any deduction that reduces your taxable gross is shown with an asterisk. A negative deduction is added to your pay. An example of this is *Deferred Net Pay* when it is paid back to you in June.

SONOMA COUNTY OFFICE OF EDUCATION 5340 SKYLANE BLVD. SANTA ROSA, CALIFORNIA 95403

EMPLOYEE NAME/EMPLOYEE ID	SCHOOL DISTRICT/PAY LOCATION	FED	STATE	PAY DATE	PERIOD END
IMA SAMPLE XXX-XX-XXXX	91 SANTA ROSA JUNIOR CO MAIL 3000	S	1S 1	041008	033108

LEAVE DESC	LEAVE UNITS	EARNINGS TYPE	SALARY	RATE	UNITS
SICK	29013	AJ01	319070	6847	4660
VAC		AJ03	97980	4961	1975
CTO					
P N					

DESCRIPTION	TYPE	EMPLOYEE DEDUCTIONS	EMPLOYER CONTRIB.
FEDERAL TAX	TAX	4699	
STATE TAX	TAX	27	
MEDICARE	TAX	5533	5533
STRS NTX	*RET	33364	
STRS	RET		34407
TSA FIDELITY EQUI	*VOL	135000	
TSA457 STATE STRE	*VOL	115000	
SRJC ALL FACULTY	VOL	2294	
IRC 125 PLAN	*VOL	20000	
SRJC MEDICAL/KAIS	*HW	15428	

ADVICE OF DEPOSIT

TOTAL GROSS	TAXABLE GROSS	DEDUCTIONS	NET PAY
417050	98238	12553	85685
* PRETAX DEDUCT.	318812		

YEAR-TO-DATE TOTALS	S 125	141792	RET B/O		ARS		SDI		DNP	
GROSS	TAX SHELTER	TAX GROSS	VOL DEDS	FEDERAL TAX	STATE TAX	RET/SB	FICA	MEDICARE	YTD NET PAY	
1944413	1050000	597069	10695	49449	8124	155552		26138	502668	

3000 MAIL
91 SANTA ROSA JUNIOR COLLEGE
1501 MENDOCINO
SANTA ROSA CA 95401

ELECTRONIC FUND TRANSFER
101759

PERIOD END. MO DAY YR	AMT DEPOSITED:
041008	*******856.85

CREDIT TO THE ACCOUNT OF:
IMA SAMPLE
1234 MAIN STREET
SANTA ROSA CA 95401

NON-NEGOTIABLE

Sick Leave
Units = number of hours of sick leave you've earned.
www.santarosa.edu/afa/Contract/Articles/art18.pdf

Vac & CTO
Applies to classified staff only.

Regular Hourly Assignment Earnings *
Total semester hours ÷ 5 = monthly earnings for full semester-length class (17 weeks).

Non-Loaded District Activities Earnings *
Earnings from other certificated assignments and/or the Adjunct Faculty District Activities Fund.

Year-to-Date Totals
All of your year-to-date totals are listed in this section.

Advice of Deposit
See page 10 for details on setting up automatic direct deposit to your checking account.

Period End *
The pay period ending date is the 31st of the month for regular faculty and the 20th of the month for hourly.

Retirement
Your contribution to the plan. Voluntary pre-tax savings accounts.
www.santarosa.edu/afa/adj_retirementbenes.shtml

AFA Dues or Fees
0.55% of your gross income.
www.santarosa.edu/afa/adj_afamembership.shtml

IRC 125
Pre-tax dollars you set aside to cover out-of-pocket health care expenses.
www.santarosa.edu/afa/adj_irc125.shtml

Medical Ins. Premium *
Your 50% premium portion for the District group medical insurance plan.
www.santarosa.edu/afa/adj_medicalbenes.shtml

Summary
Your gross pay, deductions, and net pay totals for this pay period.

** Example of adjunct faculty member's paycheck. Yours may look different.*

Have You Signed up for Direct Deposit Yet?

All regular and adjunct faculty members (including classified staff who have an hourly assignment and regular faculty who have an overload assignment) are eligible to have their paychecks automatically deposited to a checking account.

- You need to submit a form to the Payroll Office in order to initiate automatic direct deposit. Forms are available in the Payroll Office located in the Button Building.
- If you submit your paperwork by October 20, 2009, your first automatic deposit will be on December 10, 2009. The two-month delay is due to financial institutions requirement of "pre-noting" or pre-notification prior to the first automatic deposit.
- You can turn in your form any time to the Payroll Office. If they receive it by the 20th of the month, the following month's paycheck will be pre-noted and automatic deposit will begin the month after that.
- Deposits can only be made to a checking account — not a savings account, a money market savings, or a brokerage account. (Note, however, that you can also set up a voluntary deduction from your net pay to direct some of your income to a credit union savings account.)
- Payroll requires a voided check, not a deposit slip, to initiate the direct deposit process. Remember to attach the voided check to the form to insure speedy processing.
- All *Advice of Deposit* notices will be mailed to your home address in the Payroll Office's system. Do not expect to see *Advice of Deposit* notices in your campus mailbox.
- You must notify Payroll by the 20th of the month for any account changes, in order for those changes to be effective the following month. This would include any time that you either change financial institutions, or if you have experienced theft or fraud associated with your checking account and must change account numbers.
- If you open a new bank account, the account must be pre-noted. This means that the first paycheck after the change will go to the Accounting Office for you to pick up or it will be mailed, consistent with the way you have been receiving your paycheck. Automatic deposit will begin the next month.

Questions?

SRJC's Payroll Office staff is highly efficient and dedicated to providing the highest quality of service, but ultimately you are responsible for your banking relationships. If you have any questions or concerns, you should contact:

- Regular faculty payroll
  Jackie De Lap
  707-521-7857 or
  jdelap@santarosa.edu

- Adjunct faculty payroll
  Glynis Nojima
  707-522-2751 or
  gnojima@santarosa.edu.

All Faculty Association
2009-10 Executive Council Members, Officers & Staff

AFA Executive Council Members

Warren Ruud, Mathematics, *President & Negotiator*	527-4357	wruud@santarosa.edu
Reneé Lo Pilato, Work Experience, *VP (Santa Rosa)*	527-4808	rlopilato@santarosa.edu
Cheryl Dunn, College Skills, *VP (Petaluma)*	778-3965	cdunn@santarosa.edu
Paula Burks, Learning Resources, *Secretary/Treas.*	527-4544	pburks@santarosa.edu
Alix Alixopulos, Social Sciences *	527-4999, vm 5146	halixopulos@santarosa.edu
Lara Branen-Ahumada, P.E.Dance & Athletics and Theatre Arts, *Negotiator, Publications Coord.* *	527-4999, vm 5180	lbranen-ahumada@santarosa.edu
John Daly, Counseling	527-4689	jdaly@santarosa.edu
Dianne Davis, Disability Resources	527-4913	ddavis@santarosa.edu
Karen Frindell, Chemistry	527-4377	kfrindell@santarosa.edu
Lynn Harenberg-Miller, Communication Studies *	527-4238	lharenberg-miller@santarosa.edu
Michael Kaufmann, ESL, *Negotiator* *	527-4999, vm 9240	mkaufmann@santarosa.edu
Michael Ludder, Social Sciences *	527-4999, vm 5215	mludder@santarosa.edu
Sean Martin, Philosophy	527-4607	smartin@santarosa.edu
Michael Meese, Admin. of Justice, *Negotiator*	527-4843	mmeese@santarosa.edu
Dan Munton, Mathematics	527-4706	dmunton@santarosa.edu
Andrea Proehl, Learning Resources	527-4904	aproehl@santarosa.edu
Audrey Spall, Counseling	524-4891	aspall@santarosa.edu
Mike Starkey, Computer Studies *	527-4999, vm 5414	mstarkey@santarosa.edu
Julie Thompson, English	522-2752	jthompson@santarosa.edu

Other AFA Positions

Ted Crowell, Philosophy, *Negotiator* *	527-4607	ecrowell@santarosa.edu
Ann Herbst, Mathematics, *Concil/Grievance Officer*	527-4732	aherbst@santarosa.edu
Janet McCulloch, English, *Chief Negotiator*	527-4494	jmcculloch@santarosa.edu

* = Adjunct faculty

AFA Office Staff

Judith Bernstein, *Office Coordinator*	535-3765/527-4731	jbernstein@santarosa.edu
Candy Shell, *Office Coordinator/Web Mistress*	535-3766/527-4731	cshell@santarosa.edu

Fall 2009 AFA Meetings

AFA Executive Council meetings are held on the second and fourth Wednesdays of the month from 3:00 p.m. – 5:00 p.m. Check AFA's Web site calendar for locations. Upcoming meetings are scheduled for:

October 14	October 28
November 25	December 9

All faculty are welcome to attend. Members' concerns are handled as the first item on the agenda.

Have a concern but can't make it to a meeting? Contact any Council member (see above).

AFA Office Hours

Monday – Thursday: 8:00 a.m. – 3:00 p.m.
Friday: 9:00 a.m. – 12 noon
Phone: (707) 527-4731
Fax: (707) 524-1762
email: afa@santarosa.edu
Website: www.santarosa.edu/afa/

The AFA office is located in Analy Village (at the south end of the Bech parking lot) in Building A, Room 649.

Passing the Baton — AFA Negotiating Team Changes

Thank you, John Daly!

At the end of August, after serving on the AFA Negotiating Team for 18 years, John Daly decided it was time to step down. John has been a strong advocate for processes and procedures that protect faculty rights and working conditions. Due in no small part to John's leadership, SRJC has maintained District-paid medical benefits for regular faculty, and is one of only twenty community colleges in the state that have the Adjunct Faculty Medical Benefits Program. We asked John to share some of his reflections on 18 years of negotiations, and this is what he had to say:

> AFA has been successful in negotiations with the District. We have a linked salary schedule that has maintained full-time faculty at Rank 10 in the State and adjunct at number 9 in the State. We have a health benefit plan that has avoided premium co-pays for full-time faculty and has provided medical benefits to adjuncts with a load of 40% or better. AFA established Article 16 providing an open and fair process of hourly assignment and establishes a like-load guarantee whenever possible to adjuncts after five semesters of service in the District. This is a very unique guarantee to adjuncts that the majority of community college districts do not offer adjuncts. AFA has continually adjusted contract language to protect faculty rights.
>
> Over the past 18 years, the Business Services component of the District's negotiating team has been prepared, fair, proactive, and timely. The frustration has been with the Academic Affairs component that has not demonstrated a positive, timely, proactive focus in negotiations.

AFA would like to express our appreciation to John for his many years of hard work and dedicated service on the AFA Negotiating Team. John will continue to serve on the AFA Executive Council, which will continue to benefit from his expertise, especially in the area of medical benefits. As a member of the District-wide Fringe Benefits Committee, John will look out for faculty interests during the coming year.

And Welcome, Mike Meese!

On August 26, 2009, the AFA Executive Council elected full-time councilor Mike Meese to replace John Daly on the AFA Negotiating Team. Since the mid '80's, Mike has been teaching at Santa Rosa Junior College starting as adjunct faculty. He retired from police work at the end of 2004, following a 31-year career and in the spring of 2006, was hired as a full-time instructor in the Administration of Justice Department.

As an employee of the Petaluma Police Department, Mike was actively involved in representing employees as a negotiator and officer of the police association. During his career, he has worked in almost every assignment law enforcement offers. Mike is a past executive board member of the California Law Enforcement Background Investigators Association. He has served on California Commission on Peace Officer Standards and Training (POST) committees that developed pre-employment behavioral standards for peace officers and dispatchers. AFA welcomes Mike to the team!