

Contract Interpretation
between the
All Faculty Association
and the
Sonoma County Junior College District
regarding

Article 21: Professional Growth Increments (PGI)

December 17, 2021

21.07.A *Academic Units: The same academic units may not be used for both a PGI step and a salary class advancement. The PGI Committee shall notify the Human Resources Department as to which academic units have been applied toward a PGI step. The Human Resources Department, in turn, shall inform the PGI Committee as to which academic units have been applied toward a salary class advancement.*

- 1. One (1) semester unit of credit (upper division or graduate) from an accredited college or university equals one (1) growth unit.*
- 2. Lower-division course work, taken at SRJC or other recognized accredited community colleges or four-year educational institutions, which has a direct and demonstrable relationship to the faculty member's assignment may count as professional growth units. One (1) semester unit of credit equals one (1) growth unit. Lower division course work is limited to a maximum of five (5) growth units with the exception of foreign language courses. Units taken in a foreign language pathway may receive up to twelve (12) units. Prior approval of the Vice President of Academic Affairs is required for use of lower division growth units for PGI.*

Maximum of twelve (12) growth units in this category.

Documentation: Official transcript

FORMAL INTERPRETATION

The District and AFA agree that in cases where the costs of securing an official transcript is unreasonable, a Faculty Member may be granted an exemption to that requirement by the VPAA/AS and may submit other evidence of completion to the PGI Committee. Acceptable evidence includes, but is not limited to: A grade report from an accredited college or university; or a letter or email from the instructor of each course attesting to the Faculty Member's successful completion.



K. Frindell Teuscher, Chief Negotiator
All Faculty Association



Dr. L. Jane Saldaña-Talley, Chief Negotiator
Sonoma County Junior College