

TABLE OF CONTENTS

All Faculty Association / Sonoma County Junior College District
2025-28 Contract

Article

ADMINISTRATION OF THE CONTRACT

1. [Agreement to the Contract](#)
2. [District Rights](#)
3. [Association Rights](#)
4. [Non-Discrimination](#)
5. [Professional Dues and Payroll Deductions](#)
6. [Interpreting the Contract](#)
7. [Definitions](#)

PROVISIONS

8. [Academic Calendar](#)
9. [Academic Freedom](#)
10. [Benefits](#)
11. [Conciliation/Grievance/Arbitration](#)
12. [Contract Education](#)
13. [Department Chairs and Coordinators](#)
14. Evaluations
 - 14A. [Regular Faculty Evaluations](#)
 - 14B. [Associate Faculty Evaluations](#)
15. [Faculty Service Areas & Competency Standards](#)
16. [Hourly Assignments](#)
17. [Job Descriptions](#)
 - All Faculty Members
 - Instructional Faculty
 - Head Coaching Faculty
 - Athletic Training Faculty
 - Head Athletic Trainer
 - Counseling Faculty
 - Disability Resources Faculty
 - Library and Information Resources Faculty
 - Work Experience Faculty
 - Reassigned Time and Special Assignments

TABLE OF CONTENTS *(continued)*

All Faculty Association / Sonoma County Junior College District
2025-28 Contract

Article

PROVISIONS *(continued)*

18. [Leaves](#)

Sick Leave
Catastrophic Leave and Catastrophic Leave Bank
Supplemental Sick Leave
Long-term Disability Leave
Industrial Accident or Illness Leave
Parental Leave
Adoption Leave
Family Medical Leave
Bereavement Leave
Personal Necessity Leave
Special Educational Leave (*see* [Article 28](#))
Unpaid Educational Leave
Exchange Leave
Sabbatical Leave (*see* [Article 25](#))
Military Leave
Jury Duty Leave
Unpaid Leaves

19. [Parking](#)

20. [Personnel Files](#)

21. [Professional Growth Increments](#)

22. [Professional Development](#)

23. [Misconduct Investigations and Progressive Discipline](#)

24. [Retirement](#)

25. [Sabbatical Leave](#)

26. [Salary Schedule Development](#)

27. [Salary Placement](#)

28. [Special Education Leave](#)

29. [Substitutes and Reporting Faculty Absences](#)

30. [Tenure Review](#)

31. [Working Conditions](#)

32. [Workload](#)

TABLE OF CONTENTS *(continued)*

All Faculty Association / Sonoma County Junior College District
2025-28 Contract

APPENDICES

| | | |
|-------------|---|----------|
| Appendix 1. | 2027-28 Salary Schedules: Effective Fall 2027 | AP 1 - 1 |
| Appendix 2. | 2026-27 Salary Schedules: Effective Fall 2026 | AP 2 - 1 |
| Appendix 3. | 2025-26 Salary Schedules: Effective Fall 2025 | AP 3 - 1 |
| Appendix 4. | Chair Reassigned Time | AP 4 - 1 |
| Appendix 5. | Lab Tiers | AP 5 - 1 |
| Appendix 6. | Art. 17.13 Special Assignments | AP 6 - 1 |

ADDENDA

| | | |
|--------------|---|-----------|
| Addendum 1. | Letter of Understanding: Faculty Load for Forensics Program | AD 1 - 1 |
| Addendum 2. | Letter of Understanding: Independent Study ("49" and "98") Courses | AD 2 - 1 |
| Addendum 3. | Memorandum of Understanding: Work on Guided Pathways & AB 705 | AD 3 - 1 |
| Addendum 4. | Memorandum of Understanding: Flexible Contract Year for Summer Repertory Theater Artistic Director | AD 4 - 1 |
| Addendum 5. | Memorandum of Understanding: Dissolution of the Business Office Technology Department | AD 5 - 1 |
| Addendum 6. | Memorandum of Understanding: Moving Applied Graphics into Computer Studies | AD 6 - 1 |
| Addendum 7. | Memorandum of Understanding: Dissolution of the Electronics Department | AD 7 - 1 |
| Addendum 8. | Memorandum of Understanding: Faculty Rights following CFS Dept. Dissolution | AD 8 - 1 |
| Addendum 9. | Memorandum of Understanding: Negotiating Impacts from Productivity-Based Model | AD 9 - 1 |
| Addendum 10. | Memorandum of Understanding: Additional Reassigned Time for Academic Senate | AD 10 - 1 |

TABLE OF CONTENTS *(continued)*

All Faculty Association / Sonoma County Junior College District
2025-28 Contract

ADDENDA

| | |
|---|-----------|
| Addendum 11. Side Letter: ERO Due Date Extension | AD 11 - 1 |
| Addendum 12. Side Letter: Removal of Contract Waivers concerning DTREC | AD 12 - 1 |