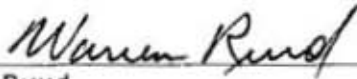


Memorandum of Understanding  
between the  
All Faculty Association  
and the  
Sonoma County Junior College District  
regarding

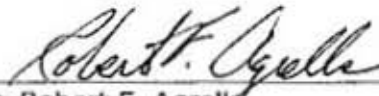
Modification of Article 1: Agreement to the Contract

December 16, 2011

The District and AFA agree to modify Article 1: Agreement to the Contract as described in the attached pages.



Warren Ruud  
President, All Faculty Association



Dr. Robert F. Agrella  
Superintendent/President,  
Sonoma County Junior College District

# Article 1: Agreement to the Contract

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**1.01 AGREEMENT:** The All Faculty Association ("AFA") and the Sonoma County Junior College District ("District") have reached the following Agreement, also called the "All Faculty Association/Sonoma County Junior College District Contract." AFA and the District enter into this Agreement to the Contract pursuant to Chapter 10.7 (commencing with [Section 3540](#)) of the Government Code.

**1.02 RECOGNITION:** The District recognizes the All Faculty Association as the exclusive collective bargaining representative for all probationary, regular, temporary, and adjunct faculty of the District, including librarians and counselors, excluding Unit B, classified, management, confidential, and supervisory employees for the purposes of meeting and negotiating.

## **1.03 TERM OF CONTRACT**

A. **Term of Contract:** The term of this Contract is three (3) years, commencing July 1, 2011 and ending June 30, 2014.

B. **Automatic Reopeners:** Automatic reopeners will include:

1. Article 8: Academic Calendar
2. Article 10: Benefits
3. Article 14: Evaluations
4. Article 17: Job Descriptions
5. Article 26: Salary Schedule Development
6. Article 30: Tenure Review
7. Article 31: Working Conditions – General Conditions of Employment

C. **Additional Reopeners:** AFA and the District may each open four (4) additional articles during this three-year period. Additional articles may be opened by mutual agreement, but require a sunshine period.

**1.04 SAVINGS PROVISION:** If a court of competent jurisdiction holds any provisions of this Agreement to the Contract to be contrary to law, AFA and the District agree that such provisions will be deemed void and invalid and such other provisions not ruled upon will continue in full force and effect.

The AFA membership accepted this Agreement to the Contract on \_\_\_\_\_  
and the Board of Trustees approved it on \_\_\_\_\_.

Signed this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

All Faculty Association

Sonoma County Junior College District

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Warren Ruud, President

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Dr. Robert F. Agrella, Superintendent/President

# Article 1: Agreement to the Contract

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**1.01 AGREEMENT:** The All Faculty Association ("AFA") and the Sonoma County Junior College District ("District") have reached the following Agreement, also called the "All Faculty Association/Sonoma County Junior College District Contract" ~~has been reached between the Sonoma County Junior College District ("District") and the All Faculty Association ("AFA").~~ AFA and the District enter into this Agreement to the Contract is entered into pursuant to Chapter 10.7 (commencing with Section 3540) of the Government Code.

**1.02 RECOGNITION:** The District recognizes the All Faculty Association as the exclusive collective bargaining representative for all probationary, regular, temporary, and adjunct faculty of the District, including librarians and counselors, excluding Unit B, classified, management, confidential, and supervisory employees defined in the Educational Employment Relations Act (Article XI, I.B. Definitions), for the purposes of meeting and negotiating.

**1.03 TERM OF CONTRACT:**

A. **Term of Contract:** The term of this Contract is ~~two (2)~~ three (3) years, commencing July 1, 2011 and ending June 30, ~~2013~~ 2014.

B. **Automatic Reopeners:** Automatic reopeners will include:

A1. Article 8: Academic Calendar

B2. Article 10: Benefits

C3. Article 14: Evaluations

D4. Article 17: Job Descriptions

E5. Article 26: Salary Schedule Development

F6. Article 30: Tenure Review

G7. Article 31: Working Conditions – General Conditions of Employment

C. **Additional Reopeners:** AFA and the District may each open ~~three (3)~~ four (4) additional articles during this for that three-year period. Additional articles may be opened by mutual agreement, but require a sunshine period. ~~Both sides may "sunshine" and reopen other articles by mutual agreement.~~

**1.04 SAVINGS PROVISION:** If a court of competent jurisdiction holds any provisions of this Agreement to the Contract ~~are held to be contrary to law by a court of competent jurisdiction,~~ AFA and the District agree that such provisions will be deemed void and invalid and such other provisions not ruled upon will continue in full force and effect.

~~This Agreement to the Contract was accepted by~~  
The AFA membership **accepted this Agreement to the Contract** on \_\_\_\_\_  
and ~~approved by~~ the Board of Trustees **approved it** on \_\_\_\_\_.

Signed this \_\_\_\_ day of \_\_\_\_\_, 20\_\_

All Faculty Association

Sonoma County Junior College District

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Warren Ruud, President

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Dr. Robert F. Agrella, Superintendent/President