

Memorandum of Understanding

between the

All Faculty Association

and the

Sonoma County Junior College District

Regarding

Article 16.04B: Hourly Assignments

Adjunct Faculty Pool

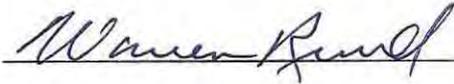
February 10, 2012

The AFA and the District agree to make the following changes to Article 16 and agree to propose changes to align Board Policy 4.3.2 XI with the language below.

Proposed changes to Article 16.04B

2. **Adjunct Hiring Pool.** Once having been placed in an adjunct hiring pool, applicants will be eligible to remain in the pool for four years without reapplication. The applicant may voluntarily withdraw his/her name. The District may withdraw the name of an applicant if the individual becomes ineligible for employment based on a background check or for other valid reasons. These provisions will be applied consistently for all department faculty pools.
3. **Loss of Assignment Priority:** An adjunct faculty member who has not performed an assignment for *more* than two (2) consecutive semesters will lose his/her assignment priority in the department, but he or she will remain in the pool for up to four years. An adjunct faculty member who has lost his or her assignment priority may remain in the adjunct faculty pool for a period of up to four (4) years from the date of his or her last paid service. Following a period of more than two (2) semesters, but less than four (4) years, without performing paid service in a department: the date of return to paid service establishes the new, most recent, date of hire.
 - a. If a faculty member has already completed the probationary period he/she will be deemed to have established his or her assignment priority and any load assigned to him or her will become the like load for future semesters.
 - b. If a faculty member has not completed the probationary period, the probationary period will continue from the most recent date of hire.

4. Following a period of more than four (4) years without performing paid service in a department: The former faculty member must successfully complete a new hiring procedure to be reemployed as a new hire. Successfully completing the new hiring procedure will place the former faculty member into a department adjunct faculty pool. The performance of an assignment will establish a new, most recent, date of hire and a new adjunct probationary period will begin. The provisions of 16.04.B.1 will apply.



Warren Ruud, President

All Faculty Association



Dr. Frank Chong

Superintendent/President