

Memorandum of Understanding
between the
All Faculty Association
and the
Sonoma County Junior College District
regarding the Merger of the Physics Discipline
with the Chemistry Department

October 14, 2014

AFA and the District agree to merge the Chemistry department with the Physics discipline effective July 1, 2014. The resulting merged department will be known as the Department of Chemistry and Physics.

This MOU addresses the consequences of the merger in all articles of the Contract where faculty rights will be affected.

A. Article 13: Department Chairs

With regard to 13.06, AFA and the District agree that the Chemistry Department chair reassigned time will increase from 31% to 39% for the academic years 2014-15, 2015-16, and 2016-17.

B. Article 14: Evaluations

With regard to §14A.05.D, Rotation List and Implementation Procedures, Chemistry and Physics faculty will follow the process outlined therein to create a new rotation list for evaluations.

C. Article 16: Hourly Assignments

The Department of Chemistry and Physics will have a single process for hourly assignments, which will be created according to the following steps:

1. A new hourly assignment procedure will be written that applies to Chemistry and Physics hourly assignments and is the same for both disciplines with

regard to summer assignments and special expertise.

2. The new hourly assignment procedure will be brought to the Chemistry and Physics faculty for their review and input.
3. The Length-of-Service (LOS) lists from the two disciplines will be merged into a single list according to the date that determines the position of each faculty member of the list. In the case that two or more instructors have the same date of hire, the cluster Dean and the AFA president will hold a lottery to determine the order in which those faculty members will appear on the list. The original order on the LOS list within each discipline will be preserved.
4. The Department of Chemistry and Physics will provide AFA and the District a database of load histories, including cancellations, for all assignments in 2013-2014.
5. AFA and the District will review and approve the new Hourly Assignment Procedures and the new LOS list.

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Julie Thompson
President
All Faculty Association

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Dr. Frank Chong
Superintendent/President,
Sonoma County Junior College District