

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

Compensation for Additional Evaluations:
Articles 32 and 14B
November 6, 2023

Article 32

32.09 Compensation for Contract Faculty Members Performing Additional Evaluations

- A. A contract faculty member will earn additional compensation for performing more than three evaluations per academic year in the contract faculty member's department. Evaluations include regular contract faculty evaluations, probationary or continuing associate faculty evaluations, or tenure review observations.
- B. A contract faculty member will earn additional compensation for performing evaluations and serving on tenure review committees outside of the contract faculty member's department.
 - 1. In order to be eligible for compensation for performing evaluations outside the department, faculty members must complete all assigned evaluations in their department.
 - 2. This provision does not apply to regular faculty members participating in the non-department peer evaluation option per section 14.A.08.B.
- C. The District will compensate the faculty member for four (4) hours at base hourly rate for each additional evaluation completed as described in 32.09.A-B.
- D. These provisions do not apply to associate evaluations in Work Experience and Public Safety subject to the provisions of 14B.21.G

Article 14B

~~14B.21.H. — Pilot Program: Additional Faculty Evaluations by Contract Faculty~~

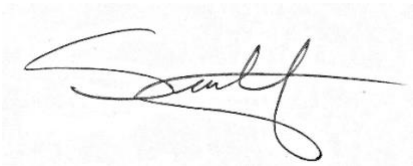
- ~~1. No faculty member will perform more than three (3) faculty evaluations per academic year except as specified in 14B.21.H.2-7. This provision applies to evaluations conducted according to Articles 14A, 14B, and 30. Evaluations performed under the temporary provisions established through the COVID-related District Emergency Action Side Letters do not apply toward the three (3) faculty evaluations per academic year.~~

- ~~2. A regular faculty member from the department may elect to perform additional evaluations in the department, subject to the approval of the supervising administrator. A probationary faculty member may elect to perform additional evaluations in the department, subject to the provisions of [Article 14A: Regular Faculty Evaluations](#), paragraph 14A.08.A.3.~~
- ~~3. The District will compensate the faculty member for four (4) hours at base hourly rate for each additional evaluation completed.~~
- ~~4. Unless the evaluation assignment is pre-determined due to a follow-up evaluation or a Spring tenure review observation, the chair will use the department rotation list in assigning regular faculty members, and probationary faculty members referenced in 14B.21.H.2, to additional evaluations according to the provisions of this article, with those faculty members who do not elect to perform additional evaluations being omitted from consideration for additional evaluations.~~
- ~~5. At the joint request of the chair and the supervising administrator, TREG may approve a regular faculty member in a different department to perform additional evaluations in the department subject to 14B.21.H.3-7. The department chair will maintain a rotation list of such approved faculty members, adding newly approved faculty members at the bottom of the rotation list at the time of approval. The chair will make additional evaluation assignments from this list only if all options for such assignments from the department rotation list have been exhausted.~~
- ~~6. The supervising administrator may at any time remove a faculty member from consideration for additional evaluation assignments. A faculty member may at any time retract the election to perform additional evaluations for the following semester. A faculty member may only again elect to accept additional evaluation assignments no less than one (1) semester after either of these actions.~~
- ~~7. A faculty member will perform all evaluations assigned to the faculty member in a department for that particular year before receiving additional compensation for evaluations outside the faculty member's department.~~
- ~~8. The provisions of 14B.21.H.1-7 will be in effect as a pilot program through 2022-2023. The provisions of 14B.21.H.1-6 will not apply to associate evaluations subject to the provisions of 14B.21.G during the pilot program.~~
- ~~9. The District and AFA agree to modify the rotation list procedures of Articles 14A and 14B to reflect these new provisions.~~

14.B.21.H. Contract Faculty Members Performing Additional Evaluations

1. Completion of additional evaluations will be compensated according to 32.09.
2. Performing additional evaluations for compensation is voluntary and is subject to the approval of the Supervising Administrator.
3. The Department Chair will keep a separate rotation list of department members who have volunteered to perform additional evaluations. The chair will use that rotation list to assign additional evaluations except in cases of a follow-up evaluation or a Spring tenure review observation.

4. The Supervising Administrator may at any time remove a faculty member from consideration for additional evaluation assignments. A faculty member may at any time retract the election to perform additional evaluations for the following semester. A faculty member may only again elect to accept additional evaluation assignments no less than one (1) semester after either of these actions.
5. At the joint request of the chair and the supervising administrator, TREG may approve a regular faculty member in a different department to perform additional evaluations in the department subject to 32.09.A-D. The department chair will maintain a rotation list of such approved faculty members, adding newly approved faculty members at the bottom of the rotation list at the time of approval. The chair will make additional evaluation assignments from this list only if all options for such assignments from the department rotation list have been exhausted.



Sean Martin, President
All Faculty Association



Dr. Angélica Garcia, Superintendent/President
Sonoma County Junior College District