

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

Article 14B: Evaluation Pilot Program
September 10, 2021

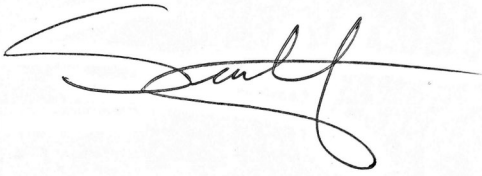
AFA and the District agree to modify the following provisions of Articles 14B.21.H

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

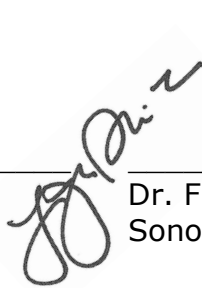
1. No faculty member will perform more than three (3) faculty evaluations per academic year except as specified in 14B.21.H.2-7. [This provision applies to evaluations conducted according to Articles 14A, 14B, and 30. Evaluations performed under the temporary provisions established through the COVID 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 his/her 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 his/her department for that particular year before receiving additional compensation for evaluations outside his/her department.
8. The provisions of 14B.21.H.1-7 will be in effect as a pilot program for 2015-16 through ~~2019-20~~ 2021-22. The provisions of 14B.21.H.1-6 will not apply to adjunct 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.



Sean Martin, President
All Faculty Association



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

