

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

Negotiating Impacts Resulting from the Implementation of a
Productivity-Based FTEF Scheduling Model

November 21, 2018

AFA and the District agree to the following:

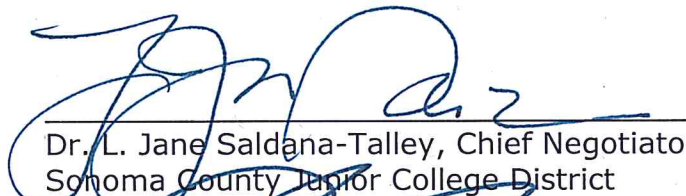
1. By way of this MOU and as required by the Educational Employment Rights Act, the District hereby provides notice to AFA of its intent to implement a non-negotiable decision and an opportunity for AFA to bargain any impacts of that decision beforehand on matters within the scope of representation. Specifically, the District shall be implementing a class scheduling model in allocating future FTEF by department, based in part on productivity. This model is under development and the District will continue to keep AFA apprised of how it will be implemented.
2. By way of this MOU, AFA acknowledges and accepts the District's right to develop and implement a process for allocating FTEF to departments in determining class schedules. AFA hereby notifies the District of its intent to bargain with it beforehand over any impacts on matters within the scope of representation that may result from the implementation of a productivity-based FTEF scheduling model.



Dr. Terry Mulcaire, Chief Negotiator
All Faculty Association



Dr. Karen Frindell Teuscher, President
All Faculty Association



Dr. L. Jane Saldana-Talley, Chief Negotiator
Sonoma County Junior College District



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