

Memorandum of Understanding
between the
All Faculty Association
and the
Sonoma County Junior College District
regarding
Compensation and Productivity
November 20, 2018

AFA and the District agree that the items included in this MOU will become separate MOUs without substantive revision prior to the completion of the Tentative Agreement.

1. Article 26 shall be amended as follows: The Revenue Cap under Article 26.04.C shall be 52.9% for the 2019-20 academic year, and 52.7% starting in 2020-21 and thereafter. These revisions shall be effective starting for the 2019-20 academic year.
2. Article 32.02.B.2 shall be amended as follows: The Lab Equity implementation dates the District and AFA negotiated in Spring 2017 are revised so that all further tier movement will have a new implementation date of Fall 2020.
3. Effective Fall 2019, Article 32.03.A shall be amended to increase the minimum class size from 20 to 22 students, as follows: "The minimum class size limit is ~~twenty (20)~~ **twenty-two (22)** students. The District may cancel a section with an enrollment below this limit."
4. The parties agree to add 1.0 FTE in Reassigned Time for AFA in Article 3.10 and to amend Article 3 as follows:

3.10 AFA REASSIGNED TIME: *The District will provide a total of ~~1.2~~ 2.2 FTE of reassigned time to AFA. Additional provided reassigned time may be mutually agreed upon for special studies or projects. Notification of the designated faculty members and amount of reassigned time shall be submitted to the District by June 15 for the subsequent fall semester, and by December 1 for the subsequent spring semester. Additional reassigned time may be purchased by AFA at the hourly replacement rate. All reassigned time provided under this article shall be distributed in a manner requested by AFA.*

5. Article 16.02.B.5.d and affected definitions of Article 7 shall be amended as follows: Adjunct employees with offer rights who would have been removed from their department's length-of-service (LOS) list during the schedule reduction period of Spring 2019 through Spring 2021 shall remain on the LOS list until Fall 2022.



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