TABLE OF CONTENTS

All Faculty Association / Sonoma County Junior College District
2014-17 Contract

Article

ADMINISTRATION OF THE CONTRACT

1. Agreement to the Contract
2. District Rights
3. Association Rights
4. Nondiscrimination
5. Professional Dues, Fair Share Service Fees, and Payroll Deductions
6. Interpreting the Contract
7. Definitions

PROVISIONS

8. Academic Calendar
9. Academic Freedom
10. Benefits
11. Conciliation/Grievance/Arbitration
12. Contract Education
13. Department Chairs and Coordinators
14. Evaluations
   14A. Regular Faculty Evaluations
   14B. Adjunct Faculty Evaluations
15. Faculty Service Areas and Competency Standards, and Reduction in Force of Faculty Positions
16. Hourly Assignments
17. Job Descriptions
   All Faculty Members
   Instructional Faculty
   Head Coaching Faculty
   Counseling Faculty
   Disability Resources Faculty
   Library and Information Resources Faculty
   Work Experience Faculty
   Special Assignments

- i -
TABLE OF CONTENTS (continued)

All Faculty Association / Sonoma County Junior College District
2014-17 Contract

---

**Article**

**PROVISIONS** (continued)

18. **Leaves**
   - Sick Leave
   - Catastrophic Leave and Catastrophic Leave Bank
   - Supplemental Sick Leave
   - Long-term Disability Leave
   - Industrial Accident or Illness Leave
   - Parental Leave
   - Adoption Leave
   - Family Medical Leave
   - Bereavement Leave
   - Personal Necessity Leave
   - Special Educational Leave (see Article 28)
   - Unpaid Educational Leave
   - Exchange Leave
   - Sabbatical Leave (see Article 25)
   - Military Leave
   - Jury Duty Leave
   - Unpaid Leaves

19. **Parking**
20. **Personnel Files**
21. **Professional Growth Increments (PGI)**
22. **Professional Development**
23. **Progressive Discipline and Due Process**
24. **Retirement**
25. **Sabbatical Leave**
26. **Salary Schedule Development**
27. **Salary Placement**
28. **Special Educational Leave**
29. **Substitutes and Reporting Faculty Absences**
30. **Tenure Review**
31. **Working Conditions -- General Conditions of Employment**
32. **Workload**
TABLE OF CONTENTS

All Faculty Association / Sonoma County Junior College District
2014-17 Contract

APPENDICES

Appendix 1. 2016-17 Salary Schedules: Effective Fall 2016  AP 1 - 1
Appendix 2. 2015-16 Salary Schedules: Effective Fall 2015  AP 2 - 1
Appendix 3. 2014-15 Salary Schedules: Effective Fall 2014  AP 3 - 1
Appendix 4. Chair Reassigned Time  AP 4 - 1

ADDENDA

Addendum 1. Letter of Understanding: Faculty Load for Forensics Program  AD 1 - 1
Addendum 2. Letter of Understanding: Independent Study ("49" and "98") Courses  AD 2 - 1
Addendum 3. Deleted
Addendum 4. Memorandum of Understanding: Flexible Contract Year for Summer Repertory Theater Artistic Director  AD 4 - 1
Addendum 5. Memorandum of Understanding: Dissolution of the Business Office Technology Department  AD 5 - 1
Addendum 6. Memorandum of Understanding: Moving Applied Graphics into Computer Studies  AD 6 - 1
Addendum 7. Memorandum of Understanding: Dissolution of the Electronics Department  AD 7 - 1