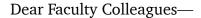
## 2023 Tentative Agreement

Between the All Faculty Association and Sonoma County Junior College District

## Letter from the Chief Negotiator

Last Friday (May 5), the AFA and District negotiations teams finalized the May 2023 Tentative Agreement (TA). The AFA General Meeting took place this afternoon (May 10), and the Executive Council supports the TA.



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A summary of the negotiated revisions to a number of contract articles follows, and you will also find links to the tentative 2023-24 salary schedules and a list of the MOUs completed since the ratification of the last tentative agreement in 2022. The MOUs will be incorporated into the current contract upon ratification of this TA. Thank you to our faculty colleagues for your support of AFA, especially as we transition to post-pandemic conditions. Thanks also to the AFA Cabinet and Executive Council for all of your hard work, dedication, and advocacy on behalf of the faculty, and to our indefatigable AFA office coordinator Stephanie Simons for keeping the AFA organization running smoothly. Finally, thank you to the AFA Negotiations Team for all of your dedicated work on this Tentative Agreement.

Sincerely,

K. Frindell Teuscher Chief Negotiator, All Faculty Association



**T.A. on the Web** View the full text of the T.A. **here**.



**Current AFA- District Contract**can be viewed on the **AFA website**.



2023-24 Salary
Schedule

\*\*Amounts are
subject to the
Governor's May
budget revise.\*\*
Click here to view
the schedules.

Tentative\*\*

### **NEGOTIATED REVISIONS TO THE 2022–25 AFA-DISTRICT CONTRACT**

The Tentative Agreement comprises the negotiated revisions that will be incorporated into the new 2022-2025 AFA-District Contract, which are provided below.

8

## ACADEMIC CALENDAR

Change to Flex day requirements

- Elimination of Dept-Determined PDA Day
- New DEIAA Flex requirement

<u>Clean</u> <u>Markup</u>

10

#### **BENEFITS**

- Fully Paid Health Benefits for Associate Faculty with 40% load or greater
- Agreement to pursue alternative dental benefits

Clean Markup

13

### DEPARTMENT CHAIRS

 Recalculation of Chair Reassigned Time Formula 2023-2024 through 2025-2026

Clean Markup

17

## JOB DESCRIPTIONS

New Job
 Descriptions for
 Athletic Trainers and
 DRD Specialists

Clean Markup

21

#### PGI

- Reduction in required PGI units from 15 to 10
- All salary columns are eligible for all PGI steps
- All PGI is preapproved

<u>Clean</u> <u>Markup</u>

22

# PROFESSIONAL DEVELOPMENT

- Change to Flex day requirements
  - Elimination of Dept-Determined PDA Day
  - New DEIAA Flex requirement

Clean Markup

29

# SUBS & ABSENCES

 Updates to use of NOA forms for travel, substitute assignments, and incomplete Flex hours

Clean Markup

31

# WORKING CONDITIONS

- Equitable access to buildings and office space for associate faculty
- Associate laptop pilot program

Clean Markup

32

### WORKLOAD

 Student Consultation time can be held remotely for online assignments and 50% remotely for inperson assignments

Clean Markup

Ap4

#### **APPENDIX 4**

 Department Chair Reassigned time table

Clean Markup

Additional Articles with minor language changes pertaining to classified staff:

Article 13 Clean Markup Article 14A

<u>Clean Markup</u>

Article 14B
Clean Markup

### Approved 2022-23 Memoranda of Understanding

March 8, 2023	MOU: Article 17.07 Counseling Faculty Job Description
September 30, 2022	Special Assignment MOU: Dance Program Coordinator
September 12, 2022	Article 21: Professional Growth Increments (PGI) superseded by revised Article
September 1, 2022	Special Assignment MOU: SLO Coordinator

A more detailed summary of the TA, as well as markup and clean versions showing the full text of negotiated changes, is available via a link embedded in the electronic ballots. The TA is also posted on AFA's web site. http://www.afa-srjc.org/tentative\_agreement.shtml