

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.

Dear Faculty Colleagues—

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. We ask the Membership for your vote of support in the ratification of this TA.

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](#).



Tentative
2023-24 Salary
Schedule**
Amounts are subject to the Governor's May budget revise.
Click here to view the schedules.

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.

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| <p>8</p> <p>ACADEMIC CALENDAR</p> <ul style="list-style-type: none"> Change to Flex day requirements Elimination of Dept-Determined PDA Day New DEIAA Flex requirement <p>Clean Markup</p> | <p>10</p> <p>BENEFITS</p> <ul style="list-style-type: none"> Fully Paid Health Benefits for Associate Faculty with 40% load or greater Agreement to pursue alternative dental benefits <p>Clean Markup</p> | <p>13</p> <p>DEPARTMENT CHAIRS</p> <ul style="list-style-type: none"> Recalculation of Chair Reassigned Time Formula 2023-2024 through 2025-2026 <p>Clean Markup</p> | <p>17</p> <p>JOB DESCRIPTIONS</p> <ul style="list-style-type: none"> New Job Descriptions for Athletic Trainers and DRD Specialists <p>Clean Markup</p> | <p>21</p> <p>PGI</p> <ul style="list-style-type: none"> Reduction in required PGI units from 15 to 10 All salary columns are eligible for all PGI steps All PGI is pre-approved <p>Clean Markup</p> |
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| <p>22</p> <p>PROFESSIONAL DEVELOPMENT</p> <ul style="list-style-type: none"> Change to Flex day requirements Elimination of Dept-Determined PDA Day New DEIAA Flex requirement <p>Clean Markup</p> | <p>29</p> <p>SUBS & ABSENCES</p> <ul style="list-style-type: none"> Updates to use of NOA forms for travel, substitute assignments, and incomplete Flex hours <p>Clean Markup</p> | <p>31</p> <p>WORKING CONDITIONS</p> <ul style="list-style-type: none"> Equitable access to buildings and office space for associate faculty Associate laptop pilot program <p>Clean Markup</p> | <p>32</p> <p>WORKLOAD</p> <ul style="list-style-type: none"> Student Consultation time can be held remotely for online assignments and 50% remotely for in-person assignments <p>Clean Markup</p> | <p>Ap4</p> <p>APPENDIX 4</p> <ul style="list-style-type: none"> Department Chair Reassigned time table <p>Clean Markup</p> |
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Additional Articles with minor language changes pertaining to classified staff:

Article 13
[Clean](#) [Markup](#)

Article 14A
[Clean](#) [Markup](#)

Article 14B
[Clean](#) [Markup](#)

Approved 2022-23 Memoranda of Understanding

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|--------------------|--|
| 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