

Article 1: Agreement to the Contract

- 1.01 AGREEMENT:** The All Faculty Association (“AFA”) and the Sonoma County Junior College District (“District”) have reached the following Agreement, also called the “All Faculty Association/Sonoma County Junior College District Contract.” AFA and the District enter into this Agreement to the Contract pursuant to Chapter 10.7 (commencing with [Section 3540](#)) of the Government Code.
- 1.02 RECOGNITION:** The District recognizes the All Faculty Association as the exclusive collective bargaining representative for all probationary, regular, temporary, and associate faculty of the District, including librarians and counselors, excluding Unit B, classified, management, confidential, and supervisory employees for the purposes of meeting and negotiating.
- 1.03 TERM OF CONTRACT**
- A. **Term of Contract:** The term of this Contract is three (3) years, commencing July 1, 2025 and ending June 30, 2028.
- B. **Automatic Reopeners:** Automatic reopeners will include:
1. Article 1: Agreement to the Contract
 2. Article 7: Definitions
 3. Article 8: Academic Calendar
 4. Article 10: Benefits
 5. Article 14: Evaluations
 6. Article 17: Job Descriptions
 7. Article 26: Salary Schedule Development
 8. Article 30: Tenure Review
 9. Article 31: Working Conditions—General Conditions of Employment
- C. **Additional Reopeners:** AFA and the District may each open four (4) additional articles during this three-year period. Additional articles may be opened by mutual agreement, but require a sunshine period. The Vice President of Academic Affairs will notify AFA of its intent to amend, repeal, or create a policy, procedure, or Board-approved plan in order to determine its relationship to scope of bargaining. In the case that AFA has a right to bargain, articles so opened will be opened by mutual agreement. All articles require a sunshine period before negotiations may commence.
- 1.04 SAVINGS PROVISION:** If a court of competent jurisdiction holds any provisions of this Agreement to the Contract to be contrary to law, AFA and the District agree that such provisions will be deemed void and invalid and such other provisions not ruled upon will continue in full force and effect.

The AFA membership accepted this Agreement to the Contract on May 24, 2025 and the Board of Trustees approved it on June 10, 2025.

Signed this ____ day of _____, 2025

All Faculty Association

Sonoma County Junior College District

Anne-Marie Donegan, President

Angélica Garcia, Ed.D., Superintendent/President