

Contract Interpretation
between the
All Faculty Association
and the
Sonoma County Junior College District
regarding

PGI, Article 21
November 22, 2024

21.03 Eligibility

Regular Contract Service of Less Than 100%

- If a regular contract faculty member is working under a District-approved reduced workload, resulting in less than 100% pay during some or all of the four years of regular contract service toward earning a PGI, then regular contract service will accrue on a pro-rata basis. These reduced workloads could stem from a year-long sabbatical with less than 40% load banked, the CalSTRS Reduced Workload Program with workload of at least 50% but less than 100%, or other District-approved reduced workloads.

Semester of Eligibility for Application of PGI

- Regular contract faculty members are only eligible to apply for a PGI beginning in the **Fall** semester of the academic year immediately following the equivalent of four years of regular full-time contract service at step 16, 20, or 24.

21.04.B Approval of PGI

When the PGI Application is Approved During a Semester After the Semester of Eligibility

- If a regular contract faculty member is eligible to apply for a PGI at the commencement of the Fall semester of an academic year, but waits until a subsequent semester to apply, then their step advancement becomes effective at the beginning of that subsequent semester. Retractive pay to the beginning of that subsequent semester still applies.

25.10 (Sabbatical) Compensation

Faculty Portal Load vs. Regular Contract Service

- A year-long sabbatical with less than 40% load banked is only recorded in the faculty portal as 100% workload to make sure the faculty member returns from their year-long sabbatical without a negative load balance resulting from the sabbatical leave. The actual regular contract service from a year-long sabbatical that can be applied to PGI eligibility will reflect 60% plus whatever banked load was applied to the sabbatical leave.



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