

Memorandum of Understanding  
between the  
All Faculty Association  
and the  
Sonoma County Junior College District  
regarding the merger of the Adaptive Physical Education (APE)  
with Kinesiology, Athletics and Dance

November 21, 2014

In order to better serve students, the District has decided to merge the Adaptive Physical Education program with the Kinesiology, Dance, and Athletics Department effective July 1, 2014. However, due to regulations, the budget will remain under the supervision of the Disabilities Resources Department. The District and AFA agree on the following as consequences of the merger in all articles of the Contract where faculty rights will be affected.

**A. Article 13: Department Chairs**

The department chair reassigned time for KAD will be recalculated starting in Fall 2015 to include the factors related to APE, and the DRD chair formula will be reduced by eliminating those factors now supervised by KAD.

**B. Article 14: Evaluations**

With regard to Article 14A.05.D, Rotation List and Implementation Procedures, KAD and APE faculty will follow the process outlined therein to create a new rotation list for evaluations.

**C. Article 16: Hourly Assignments**

The Adaptive Physical Education program and the KAD department will have a single process for hourly assignments that will be created according to the following steps:

1. A new hourly assignment procedure will be written that applies to both KAD and APE hourly assignments and is the same for both disciplines with regard to summer assignments and special expertise.
2. The new hourly assignment procedure will be brought to the KAD and DRD faculty for their review and input.

3. The Length-of-Service (LOS) lists from the two disciplines will be merged into a single list according to the date that determines the position of each faculty member of the list. In the case that two or more instructors have the same date of hire, the cluster Dean and the AFA president will hold a lottery to determine the order in which those faculty members will appear on the list. The original order on the LOS list within each discipline will be preserved.
4. AFA will review and the District will approve the new Hourly Assignment Procedures and the new LOS list.



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Julie Thompson  
President  
All Faculty Association



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Dr. Frank Chong  
Superintendent/President,  
Sonoma County Junior College District