

Memorandum of Understanding  
between the  
All Faculty Association  
and the  
Sonoma County Junior College District  
regarding  
Article 16: Hourly Assignments  
March 9, 2016

AFA and the District agree to modify the following provisions of Article 16.

**16.02.B.5.a:**

Semesters in which the adjunct faculty member performs only substitute assignments or those assignments defined as "professional ancillary activities" do not count toward the six (6) semesters required to earn a position on the length-of-service list.

**16.03.B.1.b.2:**

A semester (or, for summer-only faculty members, a term) counts toward earning offer rights ~~only if the faculty member was instructor of record for an instructional assignment or performed an allied assignment. Semesters (or terms) in which the adjunct faculty member performed only substitute assignments or only those assignments identified as professional ancillary activities do not count as one (1) of the six (6) semesters.~~ if the faculty member performed an instructional or allied assignment. However, semesters (or terms) in which the adjunct faculty member performed only substitute assignments or only those assignments identified as professional ancillary activities do not count as one (1) of the six (6) semesters.

**16.03.D.1:**

Established load may be up to 67 percent and is calculated only on the basis of hourly allied assignments, ~~and hourly instructional assignments for which the faculty member was instructor of record.~~ and instructional assignments, exclusive of substitute, temporary, and professional ancillary activity assignments.

**16.04 LIMITATIONS ON HOURLY LOAD; ADJUNCT LOADS IN EXCESS OF 67 PERCENT**

**A. Limitation on Hourly Load**

1. Cumulative allied and instructional hourly assignments in all departments in which an adjunct faculty member works will not exceed 67 percent per Education Code Section 87482.5(a).

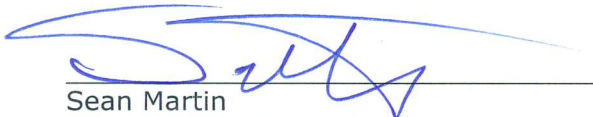
a. Service as a substitute on a day-to-day basis will not be used for purposes of calculating eligibility for contract or regular status (Ed Code Section 87482.5(b) or the 67 percent limit on load.

b. Service in professional ancillary activities will not be used for purposes of calculating eligibility for contract or regular status (Ed Code Section 87482.5(c)(1) or the 67 percent limit on load.

2. District-approved assignments as described in Education Code Section [87482.5\(b\) & \(c\)](#) ~~are loaded but~~ do not count toward the 67 percent limitation on load.

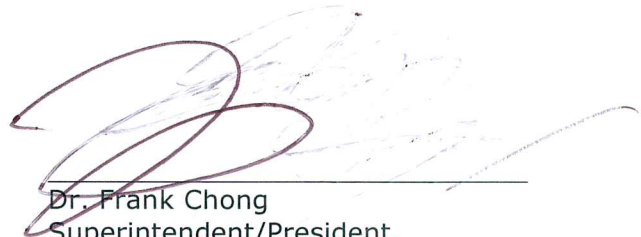
**16.07.B.4:**

The first allied or instructional assignment ~~for which the faculty member is instructor of record~~, exclusive of substitute and professional ancillary assignments, will commence a new probationary period.



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Sean Martin  
President, All Faculty Association  
Santa Rosa Junior College



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