

Memorandum of Understanding
 between the
All Faculty Association
 and the
Sonoma County Junior College District

regarding reinstatement of categorical funding on hourly salary schedules
 and new factors for lab equity funding

August 30, 2016

In the 2016/17 budget, the State reinstated the reduced categorical funding. Also, in the 2015/16 negotiations cycle, the AFA and the District negotiated adjusted pay factors for lab salary schedules.

This MOU addresses the consequences of these changes in Article 26 where affected.

26.03 DEVELOPMENT OF HOURLY SCHEDULES

- A. **Classes and Steps:** All Hourly Assignment Schedules will have four (4) classes (see Article 27.01.B) and nine (9) steps.
- B. **Base Hourly Schedule:** Each cell of the Base hourly schedule will be equal to 0.98/1416 of the corresponding cell of the contract salary schedule (based on the annual contract obligation of eight hours per day for 177 days and the 2 percent hourly salary reduction for funding the Adjunct Medical Benefits Account (AMBA) [Article 10: Benefits, section 10.05.D]). Allied hourly assignments and hourly reassigned time assignments will be paid on the Base Hourly Schedule.
- C. **Instructional Hourly Salary Schedules:** Salary schedules for instructional hourly assignments will be determined by multiplying each cell of the Base Hourly Schedule by the appropriate pay factor given in Table 26.1 (26.03.D-E).

Schedule	Normal Pay Factor	Enhanced Pay Factor
Lecture	1.86000	2.02000
Laboratory, <u>Fall 2016</u>	1.41670	1.46500
Laboratory, <u>effective Spring 2017</u>	<u>1.459</u>	<u>1.508</u>
CDCP	1.50000	1.54200
Non-Credit	1.33000	1.38000

Table 26.1

- D. **Enhanced and Normal Pay Factors:** Enhanced pay factors will be used in determining instructional hourly salary schedules in those academic years in

which the State provides categorical funding for Adjunct Faculty Salary Enhancement. Enhanced pay factors will be modified based on this categorical funding. (See 26.03.E.)

- E. ~~**State Reductions in Categorical Funding:**~~ As a result of the State's reduction of categorical funding for Adjunct Faculty Salary Enhancement and for Adjunct Faculty Office Hours by 62 percent beginning Fall 2010, a 4.16 percent reduction will be applied to each hourly schedule by adjusting its enhanced pay factor. (See Table 26.2.)

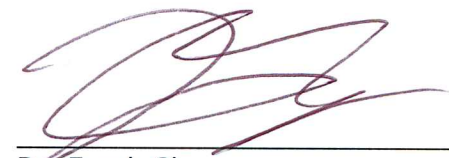
Schedule	Adjusted Enhanced Pay Factor
Lecture	1.93597
Laboratory	1.44565
CDCP	1.47785
Non-Credit	1.32259

Table 26.2

E. Movement Toward Lab Equity: Pay factors in the row titled, "Laboratory, effective Spring 2017" reflect the 2016 agreement between AFA and the District to move toward lab equity (see 32.02.B.2).



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President,
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Dr. Frank Chong
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