

Memorandum of Understanding
between the
All Faculty Association
and the
Sonoma County Junior College District
regarding
Article 32: Workload
September 11, 2017

AFA and the District agree to modify the following provisions of Article 32.

32.06 VARIABLE AND EXCHANGE ASSIGNMENTS

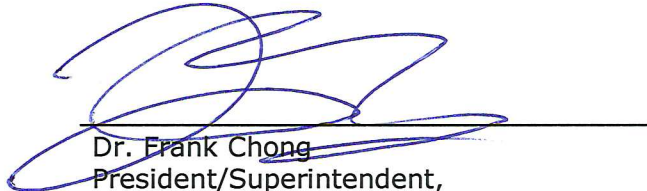
32.06.B. Exchange Assignments: Contract faculty counselors and Disability Resource Specialist faculty may accept exchange assignments, which are additional assignments before or after usual work hours on days of the contract year. Examples of such assignments are outreach, high school visits, college nights, college fairs, or other community activities.

1. The District, in consultation with the chair, may offer exchange assignments.
2. Compensatory time accrued for exchange assignments (hereafter referred to as "exchange comp time") will be scheduled in accordance with department procedures (as defined in paragraph 32.06.C) and in consultation with the chair.
3. A maximum of forty (40) hours of exchange comp time may be carried over from the current academic year to the subsequent academic year. The supervising administrator and chair may approve in writing a greater maximum for a faculty member.
4. The supervising administrator, in consultation with the chair, will maintain a record of hours of completed exchange assignments and exchange comp time for each contract faculty member.

C. Variable Assignment and Exchange Assignment Department Procedures: Each department with variable assignments or exchange assignments will maintain written procedures that determine the process of recommending schedules for variable or exchange assignments and for variable or exchange comp time. These procedures will be determined by majority vote of the contract faculty in a regular department meeting and then approved by the VPSS. If the department and the VPSS are unable to reach agreement on these procedures, then AFA and the District will negotiate these procedures at the request of either party.



Dr. Karen Frindell Teuscher
President,
All Faculty Association



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