

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

Dissolution of the Counseling and EOPS Department
December 2, 2024

AFA and the District agree that the Counseling and EOPS Department will be split into two separate departments, effective at the start of the 2025-2026 academic year. It is noted that these two departments were previously partially linked, and that they were merged in Fall 2022.

The two separate departments will be:

1. Counseling
2. EOPS Counseling

All courses will remain in the Counseling Department, and student services will be divided between the respective departments according to discipline. Counseling for the CalWORKS and Foster Youth programs will be housed in the EOPS Counseling Department.

Faculty members who are currently members of the Counseling and EOPS Department will be assigned to the Counseling Department or the EOPS Counseling Department.

1. Contract faculty members will be assigned to a single home department.
 - a. Contract faculty members who are currently performing all of their contract load in EOPS will be assigned to the EOPS Counseling Department.
 - b. All other contract faculty members will be assigned to the Counseling Department.
2. Contract faculty members who are interested in hourly assignments in the department to which they are not assigned may request to become a member of the other department's associate pool by notifying the chair of that department by the end of Fall 2024. The chair will add the faculty member's name to the associate pool.
3. Associate Faculty members will initially be assigned to the department which matches their current assignment.
4. Associate faculty members with offer rights in the current Counseling and EOPS Department will automatically become a member of the associate pools in both departments and will be placed on the length of service list using their original date of first paid service.
5. Associate faculty members without offer rights may request to become a member of the associate pool in the department to which they are not assigned by notifying the chair of that department by the end of Fall 2024. The chair will add the faculty member's name to the associate pool.

The following provisions address the consequences of the departmental split in articles of the Contract where faculty rights will be affected.

Article 13: Department Chairs

Each separate department will have a department chair who will be elected according to 13.05.C and D. Each new department chair's reassigned time will be calculated according to 13.07.A.1. Elections will take place after new department electorates have been verified.

Applying the calculation above only to the two new departments results in an overall increase of re-assigned time dedicated to Department Chairs. This is a one-time addition and not meant to be precedent setting. Normally, the negotiated amount of 15.17 FTEF is distributed across all chairs based on the formula.

Article 14: Evaluations

Evaluation schedules for individual faculty members will be preserved in the new departments. Each new department will develop an evaluation rotation list (or lists) according to 14A.20 and 14B.20.

Article 15: Faculty Service Areas and Competency Standards

Contract faculty members who are assigned to the Counseling Department will be advised of their right to apply for an FSA in EOPS if they meet the eligibility requirements set forth in Article 15. Contract faculty members who are assigned to the EOPS Counseling Department will be advised of their right to apply for an FSA in Counseling if they meet the eligibility requirements set forth in Article 15.

Article 16: Hourly Assignments

Each new department will create and maintain a single LOS list, per 16.02.B.5.

Each faculty member's total established load will be preserved. In order to begin with an established load in the EOPS Counseling Department, a faculty member must have performed an assignment in one of the EOPS Counseling disciplines within the last three semesters. Faculty members with offer rights but without an established load in EOPS Counseling will be entitled to the minimum offer in EOPS Counseling according to their position on the length of service list.

The new departments will each have a single process for hourly assignments, as described in Article 16.

As specified in Article 16.05.B, the new department or discipline will revise its Department Specified Provisions (DSPs), as necessary or desirable.

/*signature on original*/

Anne-Marie Donegan
President
All Faculty Association

/*signature on original*/

Dr. Angélica Garcia
Superintendent/President
Sonoma County Junior College District