

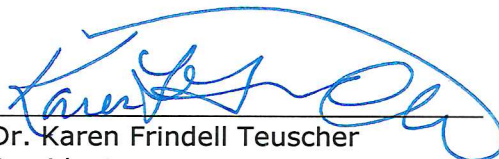
Memorandum of Understanding
between the
All Faculty Association
and the
Sonoma County Junior College District
regarding


**Article 16: Hourly Assignments
Special Expertise**

January 18, 2017

AFA and the District agree to modify the following provisions of Article 16.05.A.1:

Special Expertise Needs: The department or discipline may designate (a) special expertise requirement(s) for a specific instructional or allied assignment. The department will specify the course or allied service requiring special expertise, ~~a brief rationale for such special expertise,~~ and the criteria for meeting the special expertise requirements. The criteria will be relevant, objective, verifiable, and reasonable. Evaluative procedures such as portfolio review, music auditions, and film screenings may be used in determining special expertise for courses that require professional judgments of quality in artistic proficiency in Art, Music, Theatre Arts, and Multi-media and other applicable disciplines. In such cases, the following process will be employed: 1) Criteria for judging special expertise will be made available to faculty members in advance; 2) A committee consisting of three contract faculty members of the department or discipline will determine whether the faculty member meets the criteria; and 3) A rubric and scoring system will be used in determining whether the faculty member meets the criteria for special expertise; the faculty member will have access upon request to the rubric before the evaluation, and to the scored rubric after the evaluation.


Dr. Karen Frindell Teuscher
President,
All Faculty Association


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