

2024 TENTATIVE AGREEMENT

Between the All Faculty Association
and
Sonoma County Junior College District

Letter from the Chief Negotiator

Last Friday (May 3), the AFA and District negotiations teams finalized the May 2024 Tentative Agreement (TA). The AFA General Meeting took place this afternoon (May 8), and the Executive Council unanimously voted to support the TA.

Dear Faculty Colleagues—

Last Friday (May 3), the AFA and District negotiations teams finalized the May 2024 Tentative Agreement (TA). The AFA General Meeting took place this afternoon (May 8), and the Executive Council unanimously voted to support the TA.

We ask the Membership for your vote of support in the ratification of this TA.

Attached is a summary of the negotiated revisions to a number of contract articles, the tentative 2024-25 salary schedules, and a list of the MOUs completed since the ratification of the last tentative agreement in 2023. The MOUs that alter existing articles will be incorporated into the 2022-2025 contract.

Thank you to our faculty colleagues for your support of AFA. Thanks also to the AFA Cabinet and Executive Council for all of your hard work, dedication, and advocacy on behalf of the faculty, and to the inimitable AFA office coordinator Stephanie Simons for keeping the AFA organization running smoothly. Finally, thank you to the AFA Negotiations Team for your tireless work on this Tentative Agreement.

Sincerely,
K. Frindell Teuscher
Chief Negotiator, All Faculty Association



TA on the Web
View the full text
of the [T.A. here](#).



Current
AFA-District Contract
View it on the
[AFA website](#)



Tentative ** 2023-24
Salary Schedule

[Click here](#) to view the
schedules.

**Amounts are subject
to the Governor's May
budget revise.

NEGOTIATED REVISIONS TO THE 2022-25 AFA-DISTRICT CONTRACT

The Tentative Agreement comprises the negotiated revisions that will be incorporated into the new 2022-25 AFA-District Contract, which are provided below.

<p>3 ASSOCIATION RIGHTS</p> <p>Committee list updated to reflect current committee structure within the District</p> <p>clean mark-up</p>	<p>10 BENEFITS</p> <p>Continuation of fully paid health benefits for associates with 40% load or greater</p> <p>District agrees to absorb the increased cost of benefits this year</p> <p>clean markup</p>	<p>14 A&B FACULTY EVALUATIONS</p> <p>Self-assessment gains a section related to DEIA</p> <p>Required training for evaluation teams</p> <p>Clarified provisions on additional pay for performing more than three evaluations</p> <p>14A <u>clean</u> <u>markup</u></p> <p>14B <u>clean</u> <u>markup</u></p>	<p>16 HOURLY ASSIGNMENTS</p> <p>40% cap on established loads for contract faculty performing hourly assignments</p> <p>clean markup</p>	<p>17 JOB DESCRIPTIONS</p> <p>Definition of an SLO updated to clarify that all SLOs in a course must be assessed</p> <p>clean markup</p>
<p>30 TENURE REVIEW</p> <p>Self/duties assessment for probationary contract faculty gains a section related to DEIA</p> <p>Required training for evaluation teams</p> <p>clean markup</p>	<p>31 WORKING CONDITIONS</p> <p>Paid orientation for newly hired associate faculty</p> <p>Associate laptop program extended to include those with 27% online or hybrid load</p> <p>clean markup</p>	<p>32 WORKLOAD</p> <p>Compensation for SLO assignments updated through Spring 2029: <i>one hour at base hourly rate per SLO in the course, up to five hours</i></p> <p>clean markup</p>	<p>Ap5 CREDIT LAB TIERS</p> <p>Lab Tier placements updated for new and appealed courses</p> <p>clean markup</p>	<p>Ap6 SPECIAL ASSIGNMENTS</p> <p>Moved short-term, grant-funded Special Assignments out</p> <p>Negotiated job duties and compensation for Forensics Program Coordinator</p> <p>clean markup</p>

APPROVED 2023-24 MEMORANDA OF UNDERSTANDING

February 22, 2024	Article 31: Working Conditions (CCAP)
February 22, 2024	Article 24: Retirement
March 12, 2024	Special Assignment: Forensics Program Coordinator

ONGOING NEGOTIATIONS

Negotiations on these items will continue into 2024-25.

- Article 17: Head Athletic Trainer Job Description
- Article 26: CDCP Salary
- Article 31: Minimum use of District LMS
- Article 32: Class Size
- Appendix 6: Special Assignments

Do you have suggestions for the Negotiations team? Please email afa@santarosa.edu.

A more detailed summary of the TA, as well as markup and clean versions showing the full text of negotiated changes, is available via a link embedded in the electronic ballots. The TA is also posted on AFA's website: http://www.afa-srjc.org/tentative_agreement.shtml