

2025 TENTATIVE AGREEMENT

between the
ALL FACULTY ASSOCIATION
 and
SONOMA COUNTY JUNIOR COLLEGE DISTRICT

Letter from the Chief Negotiator

Dear Faculty Colleagues—

On Friday, May 2, the AFA and District negotiations teams finalized the May 2025 Tentative Agreement (TA). The AFA General Meeting took place this afternoon (May 14), 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 2025-26 salary schedules, and a list of the MOUs completed since the ratification of the last tentative agreement in 2024. The MOUs that alter existing articles will be incorporated into the 2025-2028 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



T.A. on the Web

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



Current AFA-District
 Contract

View it on the
[AFA website](#)



Tentative* 2025-26
[Salary Schedule](#)

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

NEGOTIATED REVISIONS TO THE 2025-28 AFA-DISTRICT CONTRACT

The Tentative Agreement comprises the negotiated revisions that will be incorporated into the new 2025-28 AFA-District Contract, which are provided below.

1 AGREEMENT TO THE CONTRACT <p>Term of the new contract established:</p> <p>July 1, 2025 to June 30, 2028</p> <p>(pending Board approval)</p> <p>clean markup</p>	8 ACADEMIC CALENDAR <p>Provisions for negotiation of the faculty work calendar moved to Article 31</p> <p>Refers readers to Board Policy for parameters for creation of the Academic Calendar</p> <p>clean markup</p>	10 BENEFITS <p>AFA and the District agreed to settle by July 1, 2025 measures to address the 2025-26 increase in health benefit premiums</p> <p>clean markup</p>	17 JOB DESCRIPTIONS <p>Job duty created for Counseling and DRD faculty members with assignments requiring release from student contact time</p> <p>clean markup</p>	26 SALARY SCHED. DEVELOPMENT <p>3.03% average overall increase to faculty salary schedules (varies by step)</p> <p>clean markup</p>
31 WORKING CONDITIONS <p>Added provisions for:</p> <ul style="list-style-type: none"> Negotiating faculty work calendar Faculty working at correctional facilities <p>Added standards for working conditions at non-District sites</p> <p>clean markup</p>	32 WORKLOAD <p>CDCP: New compensation structure</p> <p>Extended lecture compensation</p> <p>Required training for participatory governance committee co-chairs</p> <p>clean markup</p>	Ap4 CHAIR REASSIGNED TIME <p>Calculated and tabulated reassigned time for the chairs of the departments Counseling and EOPS Counseling</p> <p>clean markup</p>	Ap6 SPECIAL ASSIGNMENTS <p>Added two negotiated special assignments:</p> <ul style="list-style-type: none"> Curriculum Committee Faculty Co-Chair IGNITE Faculty Coordinator <p>clean markup</p>	

APPROVED 2024-25 MEMORANDA OF UNDERSTANDING

October 5, 2024	Head Athletic Trainer Job Description
November 12, 2024	Special Assignment: IGNITE Coordinator
November 15, 2024	Special Assignment: Curriculum Review Committee Co-Chair
December 2, 2024	Dissolution of the Counseling and EOPS Department

ONGOING NEGOTIATIONS

Negotiations on these items will continue into 2024-25.

- Article 11: Grievance and conciliation process revision
- Article 17: Job Descriptions and Special Assignments
- Article 18: Reproductive Loss Leaves
- Article 32: Class Size

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://afa-srjc.org/tentative_agreement.shtml