

2026 TENTATIVE AGREEMENT

between the **ALL FACULTY ASSOCIATION** and **SONOMA COUNTY JUNIOR COLLEGE DISTRICT**

Letter from the Chief Negotiator

Dear Faculty Colleagues—

On Friday, May 1, the AFA and District negotiations teams finalized the May 2026 Tentative Agreement (TA). The AFA General Meeting took place this afternoon (May 13), 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 2026-27 salary schedules, and a list of the MOUs completed since the ratification of the last tentative agreement in 2025. 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, especially in these difficult and contentious budget times. AFA is committed to holding the District accountable for its financial decisions, and we feel that is reflected in this year's salary agreement. Much appreciation to the AFA Cabinet and Executive Council for all of your hard work, dedication, and advocacy on behalf of the faculty, and immense gratitude for the exceptional work of AFA office administrator 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



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.

10 BENEFITS clean | markup

- No increase to faculty member contributions to health insurance premiums in 2026-27
- The District with SRJC Foundation agrees to create a Health Benefits fund to offset future premium costs

14 FACULTY EVALUATIONS clean | markup

- 14A & 14B: If an evaluation is missed, it will be completed in the next semester with an assignment (see MOUs)
- 14A: Non-department peers for regular faculty evaluations are assigned by TREG and will be compensated

17 JOB DESCRIPTIONS clean | markup

- Revised job description for Work Experience (see MOUs)
- New Special Assignment for Study Abroad (see APP6)
- Special Assignment updates:
 - Professional Development Coordinators (see MOUs)
 - Student Learning Outcomes Coordinators (see MOUs)

24 RETIREMENT clean | markup

- Retirees are eligible for medical/dental stipends with 17 years worked with the District (see MOUs)
- Associate faculty retirement plan (3 choices at time of hire) is irrevocable under Ed Code

32 WORKLOAD clean | markup

- Banked load can be used without sabbatical or FMLA

25 SABBATICAL LEAVES clean | markup

- Complete rewrite: clarification of language, specificity around types of projects, revisions to the role of the Sabbatical Leaves Committee, simplified process for reporting completed projects

26 SALARY SCHEDULE DEVELOPMENT clean | markup

- District Commitment to Fiscal Sustainability 2026-27 and 2027-28
- In exchange for a District commitment to fiscal sustainability, AFA has agreed to a 2-day furlough in 2026-2027 and to forgo the 2026-2027 Rank 10 salary increase.
- Reduction Targets and Timeline
- Compensation Contingency

31 WORKING CONDITIONS clean | markup

- Transfer process updated (see MOUs)
- Added provisions for mileage reimbursement for travel required by an assignment (reg. & assoc. faculty)
- 2027-28: On-campus requirement for contract faculty members 2 days/week for 16 consecutive weeks.

APP6 SPECIAL ASSIGNMENTS clean | markup

- Added Special Assignment for Study Abroad faculty
- Increased reassigned time for Professional Development Coordinators (see MOUs)
- Compensation clarified for the Academic Senate Executive Committee and associate faculty Senators (see MOUs)

APPROVED 2025-26 MEMORANDUMS OF UNDERSTANDING (MOUs)

6/30/25	A10: Benefits
11/7/25	A31: Working Conditions
11/17/25	A14A & 14B: Missed Faculty Evaluations
11/26/25	A17.12: Work Experience Faculty
2/20/26	A24: Retirement - Stipend and Social Security Clarification
2/20/26	A31.09: Faculty Transfer
3/3/26	Special Assignment Student Learning Outcomes (SLO) Coordinator
3/4/26	App6: Reassigned Time for Academic Senate Officers
3/8/26	Special Assignment Professional Development Coordinators

ONGOING NEGOTIATIONS

Negotiations on these items will continue into 2026-27.

- Impacts Bargaining over District Use of Artificial Intelligence
- Article 17: Job Descriptions and Special Assignments
- Article 18: Reproductive Loss Leaves

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