

# Addendum 3

---

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

**Academic Year 2018-19 Work on AB 705 and Guided Pathways  
December 12, 2018**

**1. Compensation**

- a. During the 2018-19 and 2019-20 Academic years, the District will compensate all non-chair faculty members for all work performed related to (1) AB 705 curriculum, assessment, assessment research, and professional development, or (2) Guided Pathways.
- b. During the 2018-19 Academic year, the District will compensate department chairs for all work performed related to (1) AB 705 curriculum, assessment, assessment research, and professional development, or (2) Guided Pathways.
- c. This compensation may be taken at each individual faculty member's discretion as either contract load (for contract faculty) or on an hourly basis, paid at the Base Hourly rate, where 6.125 hours of work equals 1% of semester contract load.

**2. Required Agreement Between Faculty and the District.** Any work requires written agreement between the faculty member and his/her Department Chair and Dean/Supervising Administrator, and a faculty member may decline such work without prejudice.

**3. Eligibility.** To be eligible for such compensation, a faculty member must meet all of the following criteria:

- a. must be (1) a department chair performing AB 705 or Guided Pathways work; or (2) serving on, or appointed by, a departmentally approved AB 705 workgroup; or (3) appointed by the Academic Senate to serve on a Guided Pathways workgroup; or (4) otherwise performing AB 705 or Guided Pathways work at the request of his or her Department Chair and Dean/Supervising Administrator;
- b. must not have already been provided reassigned time or other compensation for the requested work; and
- c. must report hours worked to the department AA and department chair in accordance with the standard District and department protocols for reporting hourly work.

/signature on original/

---

Dr. Karen Frindell Teuscher, President  
All Faculty Association

/signature on original/

---

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