

# Appendix 1: Adjunct Faculty — “Y”-rated and Pro-rated

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## 1.01 “Y” RATED ADJUNCT ALLIED FACULTY

In the 1989/90 Memorandum of Understanding between the Santa Rosa Junior College Academic Senate Salary Committee and the Sonoma County Junior College District, provision was made to “Y” rate and/or continue pro rata benefits to certain non-instructional (adjunct allied) faculty.

## 1.02 PRO-RATA BENEFITS FOR CERTAIN ADJUNCT FACULTY MEMBERS

There may be adjunct faculty who may be eligible for coverage under the terms of a 1989-90 Memorandum of Understanding. (Note: this section does not apply to faculty who may be eligible for coverage under the state-sponsored Part-Time Community College Faculty Health Insurance Program, which is described in Article 10 of this Contract.)

For members who believe they are eligible, the language from the 1989-90 Memorandum of Understanding is shown below. (Note: the three years referred to in the paragraph below are understood to be the three years immediately preceding the 1989-90 Memorandum of Understanding — July 1, 1986 through June 30, 1989.)

Benefits for adjunct faculty with a teaching load of 50 per cent or greater: there are 9 adjunct hourly employees currently receiving health benefits. These employees will be eligible and will continue to receive pro-rata benefits whenever their teaching loads exceed 50 per cent. Other adjunct faculty not currently receiving health benefits who can verify that during the past three years they were eligible to receive them, will be eligible to receive health benefits whenever their teaching loads exceed 50 per cent. No other adjunct faculty are eligible.

The following individuals, **receiving pro-rata benefits in 1988-89**, will continue to receive pro-rata benefits until there is a break in service or the unit member voluntarily reduces his/her workload to less than 50%. If the individual voluntarily drops the coverage, it will not be reinstated:

Sandra Feldman

**1.03 ARRANGEMENTS PERTINENT TO CERTAIN ADJUNCT FACULTY MEMBERS WITH PRO RATA PAY**

In Article 7: Definitions, of the 1990-93 Agreement between the All Faculty Association and the Sonoma County Junior College District, the definition of adjunct faculty member is addressed. This definition, in effect, discontinues a practice of the District to pay certain faculty members with loads of between approximately 50% and 60% on a pro rata basis, including pro rata benefits coverage. With the adoption of the 1990-93 Contract all adjunct faculty with loads up to and including 60% will be paid on the adjunct salary schedule.

The implementation of this provision will commence on the first day of the Spring semester, 1991.

Because the implementation of this change could adversely affect certain faculty members who have been employed on a continuous pro rata basis for many years, the following exceptions will be in effect, effective the first day of Spring semester, 1991. The following individuals will continue to be paid on a pro rata basis and receive pro rata benefits until there is discontinuance of, or reduction in, service or the unit member voluntarily reduces his/her workload:

<u>Unit Member</u>	<u>Per Cent Load</u>
Robert Caruso	60
Steven Herndon	60

**1.04 LOADS FOR ADJUNCT FACULTY IDENTIFIED IN 1.03 WITH PRO-RATA PAY**

A. In order to maintain the historic loads of the adjunct faculty members referenced in Appendix 1, Section 1.03 of the AFA/District Contract, AFA and the District agree that the faculty members will be given “annual assignment contracts” instead of semester assignments. Whenever possible, the load for each semester of the annual contract will be identical. Otherwise, the average of the fall and spring loads will be equal to or less than the historic load, but not higher. In the event that the annualized load is lower than the historic load, the faculty member will nevertheless be compensated for the historic load.

B. Except as authorized by Education Code section 87665, the District may exercise its right to discontinue or reduce service of one of these adjunct faculty members only after an annual contract has ended and before the next one has begun.