

Memorandum of Understanding

between the

All Faculty Association

and the

Sonoma County Junior College District

Article 16: Hourly Assignments Spring 2009 Cancellations

December 5, 2008

The District has notified AFA that it is exercising its rights under Article 16.06.D, which allows the District to cancel or suspend some allied and instructional hourly assignments: “As a consequence of events beyond the District control.” The District considers the proposal of mid-year budget cuts by the Governor’s office to be a circumstance beyond its control, which warrants exercising this clause in the Contract.

For Spring 2009, the District has cancelled approximately 7% of the full time equivalent faculty (FTEF) load. The District believes that allied and instructional hourly assignments were made in good faith and posted on the Web after the second proof. Having made those hourly assignment offers respecting assignment priority, cancellations will not necessarily respect assignment priority, but rather will reflect the needs of students and programs.

The cancellations or suspensions will be posted on the Web with the status noted as “restricted” and the following text: “This section is not open for enrollment at this time. This section may be opened if there is high enrollment demand and the college has sufficient funding for additional classes. Please check back periodically on the Web at www.santarosa.edu.” AFA and the District agree that this language means a section is cancelled; however, if the budget situation allows some sections to be restored, they will be restored based on student and program need whenever possible to the faculty member whose name appears in the Web-based schedule, regardless of assignment priority. If that faculty member cannot accept the assignment, s/he will still retain the like-load of the original offer. In the case of allied assignments, which are not posted on the Web-based schedule, all of the same conditions outlined below still apply.

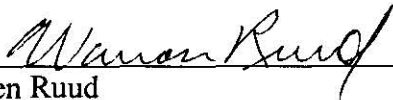
Recognizing that the schedule reductions will be borne mostly by adjunct faculty and that schedule reductions may continue into 2009-10, AFA and the District agree to the following language:

The baseline for “like-load” for 2009-10 and 2010-11 will be the 2008-09 academic year schedule, including any hourly assignments posted on the Web, but subsequently lost to schedule cancellations and/or the need for regular faculty to “bump” an adjunct faculty load. In the case of

allied assignments, which are not posted on the Web-based schedule, the original offer of the hourly assignment will be considered the baseline for "like-load."

If faculty members who have hourly assignments are not scheduled up to their "like-load" in 2009-2010 due to schedule reductions, cancellations, and/or bumping, these loads will be restored to their baseline level of "like-load" in 2010- 2011 when and if the 7% reduction is restored. Restoration of these loads will follow the process outlined in Article 16.04. There will be no loss of "assignment priority" based on the cancellation or reductions below like-load in Spring 2009, Fall 2009, or Spring 2010.

In recognition that some adjunct faculty may be negatively impacted with regard to eligibility for the Adjunct Medical Benefits Program because of Spring 2009 cancellations that occurred after assignments were posted on the Web, the District agrees to use the original assignments posted on the Web for the load calculation of adjunct faculty for Spring 2009 for the purpose of calculating eligibility for the Adjunct Faculty Medical Benefits Program for 2009-10. This will be true only for eligibility determined in Spring 2009 for 2009-10. Load reductions during 2009-10 could affect medical eligibility in the future.



Warren Ruud
President, All Faculty Association



Dr. Robert Agrella
President/Superintendent, Sonoma County
Junior College District