

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

Article 26: Salary Schedule Development  
Enhanced Hourly Assignment Salary Schedules

August 28, 2009

**Background:**

In the 2001-02 State budget the legislature acknowledged the need to assist districts in funding part-time office hours and in funding movement toward parity pay. In 2002-03 AFA negotiated the Enhanced Hourly Assignment Salary Schedules and paid hourly faculty retroactively for the 2001-02 academic year. Each year the enhanced salary schedules are adjusted according to the budgeted funds and the subscription of districts across the system. From the beginning the language in the Contract has been clear (see paragraph 26.08.C.3)—the funding for these budget lines will be used to “increase, reduce or eliminate” these schedules. The Contract also states that “should funds become permanent or get folded into the base funding as a non-categorical item, the salary enhancement will become a permanent part of the Hourly Assignment Salary Schedules.”

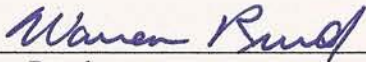
With the passing of a State budget on July 28, 2009, the budget picture is gradually becoming clearer. It is now certain that the Part-Time Faculty Office Hours Program (\$1,100,000) and Part-Time Faculty Compensation (parity pay) (\$920,304) will be reduced up to 62% by the State, with potential backfill from one-time federal stimulus money. Vice Chancellor Eric Skinner has estimated that the backfill will be approximately \$60 to \$70 million, although it is uncertain when the State would receive the funds, how the funds would be applied, or what conditions might be imposed on the use of those funds.

**New Language** (shown in *red italics*):

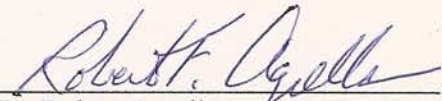
*The District and AFA agree that, for the 2009-10 academic year, the District will:*

- 1. Reduce the enhanced hourly salary schedules to accommodate the loss of State revenues, estimated to be between 32% and 62% of \$2.02 million (between approximately \$646 thousand and \$1.25 million) per District/AFA Contract Article 26.08.*

2. *Implement these reductions in such as way as to not create excessive workload for the Payroll Department by having to retroactively recalculate paychecks and ask for repayment of funds. Any payroll adjustments will be made to future earnings.*
3. *Determine a methodology and time frame in which to adjust enhanced hourly salary schedules to achieve the desired financial target. If a methodology is not agreed upon by December 31, 2009, the District will apply the reduction evenly across all enhanced hourly salary schedules in spring 2010.*



Warren Ruud  
President, All Faculty Association



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