

## **Sonoma County Junior College District and the SRJC CFT, Local 1946**

### **Side letter agreement addressing the Fall 2022 Semester impacts of COVID-19**

**6/14/22**

The Sonoma County Junior College District and the Santa Rosa Junior College Board of Trustees, hereinafter called "SRJC" or "the District," and the SRJC CFT, California Federation of Teachers Local 1946, hereinafter called "the SRJC CFT" or "Union" as the exclusive representative of all certificated faculty members in the Older Adults Program (Unit B), enter into this Side Letter in response to the current COVID-19 Pandemic impacting SRJC Older Adult programs, services and employees.

1. This Side Letter is effective through the end of the Fall 2022 semester.
2. Should the need for this Side Letter Agreement extend beyond the Fall 2022 semester, the Parties may mutually agree to extend this Agreement in additional 30 day increments.
3. Instructors who adopt the online format will be paid. Instructors who do not teach online will not be paid unless they decide to take leave.
  - The District shall adhere to and provide all leaves required by the COVID-19 Supplemental Paid Sick Leave and any other applicable laws in addition to any other statutory or contractual leaves to which faculty are entitled.
  - Faculty members who are unable to teach in a modified format may go on leave or partial leave and use accrued personal necessity leave to cover the absence.
  - Any accrued sick leave may be used as personal necessity leave during the temporary change of operations to allow faculty to utilize additional days of sick leave, and will not be precedent setting.
4. Faculty members who go on leave due to inability to transition to or maintain remote instruction or services must notify the Program Director or Designee as soon as possible.
5. Any additional changes to workload or calendar, will be negotiated between the parties.
6. To recognize the additional workload and professional development associated with the transition of traditionally face to face courses to a remote modality, faculty members who transition courses to a remote modality may claim up to four (4) additional hours of compensation per section that they teach at their normal hourly rate.
7. Hours for pay will be claimed by submitting an agreed-upon form to the District by 9/1/22.

8. CFT and the District agree to exempt students from the District's vaccination mandate at off-campus locations:

The following provisions apply to faculty members who are offered teaching assignments at these off-campus locations.

- a) Faculty members teaching at these off-campus locations will not be exempted from the vaccine mandate unless they procure a medical or religious exemption through the regular process.
- b) Faculty members who are offered an assignment at one of these off-campus locations will be notified that the students are exempted from the vaccine mandate.
- c) Faculty members may decline the in-person assignment at the off-campus location and will be offered an assignment of equivalent load value either synchronous online or at a District site if available

This portion of the side letter only applies to faculty members who have affirmatively accepted an assignment at an off-site location. Declining an assignment covered under this provision will not result in losing an assignment that would otherwise have been offered.

9. This agreement is for the Fall 2022 only and nothing in this agreement shall be precedent setting.



Denise Beeson (Jun 16, 2022 16:28 PDT)

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California Federation of Teachers



Katharyn Jolley (Jun 16, 2022 18:05 PDT)

Kate Jolley  
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Joshua Adams (Jun 16, 2022 17:21 PDT)

Josh Adams  
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