

**UNIT B**  
**LIFELONG LEARNING PROGRAM**

# **Agreement**

*Between*

**Sonoma County Junior College District**

*and*

**Santa Rosa Junior College Federation of Teachers  
SRJCFT – AFT Local 1946**

**July 1, 2024 – June 30, 2027**

## **ARTICLE 1. RECOGNITION**

- 1.1 **Recognition of the Exclusive Representative.** The Sonoma County Junior College District and the Santa Rosa Junior College Board of Trustees, hereinafter called “the District,” hereby recognizes the Santa Rosa Junior College Federation of Teachers AFT Local 1946, hereinafter called “the SRJCFT” or the “Exclusive Representative,” as the exclusive representative of all certificated faculty members in the Lifelong Learning Program (Unit B), and shall exclude (Unit A), College President, Vice Presidents, Deans, Directors, Supervisors, and classified employees.

## **ARTICLE 2. ACADEMIC FREEDOM**

- 2.1 **Academic Freedom.** All faculty members shall have academic freedom in their personal scholarship and in their instruction. This academic freedom shall exist within the general framework of course descriptions, constitutional limits, the requirements of the California Education Code, and the policies and procedures of the host facility.

## **ARTICLE 3. NONDISCRIMINATION**

- 3.1 **Nondiscrimination.** The District shall not discriminate against any faculty member on the basis of ethnicity/race, color, sex, age, religion, marital status, disability, sexual orientation, national origin, medical conditions that do not affect job performance, ancestry, or political or organizational affiliation and participation therein.

## **ARTICLE 4. WORK DAY**

- 4.1 **Weekly Schedule.** Classes may be scheduled Sunday through Saturday.
- 4.2 **Daily Schedule.** Classes may be held between 7:30 a.m. and 10:00 p.m. on days for which classes are scheduled.
- 4.3 **Faculty Responsibilities.** It is the professional responsibility of the faculty member to conduct class according to the class schedule and to follow the course curriculum. The faculty member is required to notify the facility and Lifelong Learning Program office prior to cancellation of a class session. Except in cases of emergency, notice shall be given at least two (2) hours before the start of the class session.
- 4.4 **Temporary Changes.** Faculty members are required to teach all classes as scheduled (time, location and day) unless otherwise approved in advance by the Supervising Administrator. Requests for temporary changes shall be made in writing and submitted to the administrator at least two (2) days in advance of the requested change unless otherwise agreed to by the Supervising Administrator.
- 4.5 **Substitute Work.** Faculty members who work on a semester-to-semester basis are eligible to work as substitutes. Substitutes are assigned and approved by the Supervising Administrator.

## **ARTICLE 5. WORK YEAR**

- 5.1 **School Program Calendar.** The school year shall consist of a fall semester, spring semester, and summer session. The District, SRJCFT and one SRJCFT-appointed representative shall meet by February 1 of each year to prepare a calendar for the following school year, which shall be subject to review by the Vice President, Academic Affairs (VPAA) and approval by the college

President. SRJCFT may provide recommendations on the class and program offerings for consideration at this meeting.

- 5.2 **Absence without Pay.** Faculty members may request an absence without pay for a maximum of two (2) work weeks per school year which shall be taken in increments of one or two full work weeks. This request shall be made to the Supervising Administrator in writing prior to the beginning of the semester in which the absence will be taken but, in all circumstances, no less than two (2) weeks prior to the first day of the requested absence. An absence without pay must begin within and end within the term of employment (semester or summer session).
- 5.3 **Requests Subject to Approval.** Requests for absence without pay must be approved in advance by the Supervising Administrator.
- 5.4 **Special Circumstances Unpaid Absence.** An absence of less than one (1) week, or greater than two (2) weeks, (within the term of employment) may be granted when special circumstances exist. An unpaid absence for special circumstances must be approved in advance by the Vice President of Academic Affairs or designee.
- 5.5 **Needs of the Program.** The needs of the program will be the primary factor when considering approval of the above absences without pay.

## ARTICLE 6. WORKLOAD

- 6.1 **Part-Time Instructional Workload.** A part-time faculty member's instructional workload is the proportion of hours worked compared to a full-time workload of thirty (30) classroom hours per week. Instructional workload for part-time faculty is defined as the hours assigned to regular classroom preparation and instruction in addition to attendance and enrollment reporting, and similar work activities outside classroom instruction.
  - 6.1.1 The maximum instructional load allowed is 67%. Faculty members who wish to increase their load above 60% must complete the appropriate application. The District holds the right to determine faculty members load contingent upon the availability of assignments and the needs of the District.
- 6.2 **Full Pro-rata Status Definition.** The workload for adjunct faculty is considered to be at full pro-rata status (87.5%) in accordance with guidelines specified in the 2001 Budget Act regarding part-time faculty compensation funds appropriated from the Proposition 98 Account (Reversion) Item 6870-485(5) based on the following conditions:
  1. Instructional workload as specified in 6.1 (30 hours/wk or 75%).
  2. Enrollment, attendance reporting and similar work outside classroom instruction (5 hours/wk or 12.5%).
- 6.3 **Full-Time Instructional Workload.** A full-time faculty member's workload will include the instructional assignment described in 6.1 in addition to five (5) hours per week of college service and five (5) hours per week of professional service for a total of forty (40) hours per week. No full-time faculty positions exist in the Lifelong Learning Program at this time.
- 6.4 **Article Reopeners.** This article will not be reopened nor will full pro-rata status (87.5%) be subject to further negotiations unless by mutual agreement or such time as the Community College Board of Governors provides additional funds for pro-rata part-time faculty compensation.
- 6.5 **To** recognize workload associated with registration, enrollment efforts and class instruction preparation, faculty may claim up to five (5) additional hours of compensation per section that they

teach at their normal hourly rate. Hours for pay will be claimed by submitting an agreed-upon form to the District no later than the fifth week after the beginning of instruction each semester.

## **ARTICLE 7. WORKING CONDITIONS**

- 7.1 **Safe and Healthy Working Conditions.** The District will make every effort to provide safe and healthy working conditions for its employees. While the District is not responsible for the maintenance or conditions of non-District owned facilities where courses are offered, these facilities agree via a Memorandum of Understanding to maintain safe working conditions. When necessary, the District may protect its faculty members by cancelling class sessions when safe working conditions are not met. The Supervising Administrator is responsible for cancelling class sessions.
- 7.2 **Reporting Conditions.**
- 7.2.1 Faculty members shall report any alleged unsafe or unhealthy or potentially unsafe or unhealthy condition to the Program Director Supervising Administrator. Oral communications shall be confirmed in writing. Within five (5) days after receipt of the faculty member's written report of an unsafe condition, the Program Director Supervising Administrator shall acknowledge in writing what action will be taken by the Program Director Supervising Administrator. No adverse action shall be taken against a faculty member for filing a report.
- 7.2.2 When an instructor observes an immediate safety concern, that will affect the instructor and/or the students, the instructor must report it immediately to the facility administrator (or designee) and the Program office. If necessary, the Program Director Supervising Administrator will cancel the class session.
- 7.3 **Safety Procedures.** Faculty members shall receive applicable safety procedures of the District and the host facility where they work. Revisions shall be distributed as published. In a disaster, faculty shall follow facility emergency procedures.
- 7.4 **Damage to Personal Property.** Provided that reimbursement is not made by the host facility, the District shall reimburse faculty members for clothing, eye glasses, or personal property which are appropriate to the instructional environment which are damaged or destroyed by students during the conduct of Lifelong Learning Program duties.
- 7.5 **Instructional Environment.** The Supervising Administrator will work with the host facility to provide an appropriate instructional environment consistent with the curriculum.
- 7.6 **Accident Reports.** The District and host facility (where appropriate) will provide the faculty with directions regarding the filing of accident reports.

## **ARTICLE 8. CLASS SIZE**

- 8.1 **Establishing a Class.** Because of the special needs of the students served by faculty members in the Lifelong Learning Program, classes shall be staffed at a level to fulfill course objectives and maintain a healthy and safe environment. To accomplish these goals, the Supervising Administrator will give primary consideration to the following factors when establishing a class:
- 8.1.1 Available space for the conduct of class;
- 8.1.2 Arrangement of equipment within available space;
- 8.1.3 Supplemental personnel resources;

- 8.1.4 Degree of medical impairment and/or disability.
- 8.2 **Adjusting Class Size.** If a faculty member believes that a class is too large due to any of the factors listed above, they may request the Supervising Administrator to adjust the class accordingly. The Supervising Administrator will investigate and provide the faculty member a response within five (5) working days. A faculty member whose class size is not adjusted to a reasonable level may file a grievance.
- 8.3 **Class Cancellations**
- 8.3.1 The minimum class size is 15 enrolled by the first day of class and 20 enrolled by the end of the week 2 and an ongoing minimum of 15 students attending on a weekly basis; if enrollment drops below 15 for more than three (3) weeks in a row, the class will be cancelled;
- 8.3.2 It is the instructor's responsibility to cancel classes that don't meet the minimum enrollment or attendance;
- 8.3.3 The District retains the right to cancel a class due to low enrollment once the enrollment is processed;
- 8.3.4 If a class is cancelled, instructors will be paid for all class meetings held.

## **ARTICLE 9. ORGANIZATIONAL SECURITY, PROFESSIONAL DUES OR FEES, AND PAYROLL DEDUCTION**

- 9.1 SRJCFT shall notify the District of the appropriate amounts for membership and service fees and any changes thereto in writing. In no event shall the amount of the service fee exceed the amount of dues, initiation fees, or regular assessments of the SRJCFT's members .
- 9.2 **Salary Deductions:** Upon appropriate written authorization from SRJCFT, the District shall deduct from the salary of any unit member and make appropriate remittance for any plans or programs jointly approved by the SRJCFT and the District. Deductions will be made each month for the duration of the faculty member's employment with the SRJC Lifelong Learning Program.
- 9.3 **District Remittance:** With respect to all sums deducted by the District for membership dues amounts, the District agrees to promptly remit such monies to SRJCFT accompanied by an alphabetical list of unit members for whom such deductions have been made.
- 9.4 **Union Information:** SRJCFT agrees to furnish any information needed by the District to fulfill the provisions of this Article.
- 9.5 SRJCFT shall indemnify fully and otherwise hold harmless the District in the enforcement of this organizational security agreement.

## **ARTICLE 10. MANAGEMENT RIGHTS**

- 10.1 **Board Rights.** It is understood and agreed that the Board retains all of the rights, powers, and authority vested in it by law to direct, control and govern the District. The exercise of the Board's rights, powers, and authority, and the adoption of policies, rules, and regulations and practices in furtherance thereof shall be limited only by applicable provisions of law or by the terms and conditions of this Agreement.
- 10.2 **Amendment of Policies and Procedures.** The District will amend its written policies and procedures and take such other action by resolution or otherwise as may be necessary to bring policies and procedures into conformance with the provisions of this Agreement.

## ARTICLE 11. EMPLOYMENT PROCEDURES

- 11.1 **General Principles.** The District and the SRJCFT are committed to the establishment of a faculty hiring process that will provide the Lifelong Learning Program with highly qualified and dedicated people who are experts in their subject areas, who possess teaching skills, and who will serve the needs of a varied and diverse population.
- 11.2 **Part-Time Temporary Faculty.** Individuals holding valid credentials to teach in the Lifelong Learning Program will be grand-parented into any new system of minimum qualifications or equivalencies adopted by the California Community College (CCC) Board of Governors. Other candidates for hire must meet the minimum qualifications officially adopted by the CCC Board of Governors. Equivalents to minimum qualifications will be locally determined and monitored by the Academic Senate Equivalency Committee. Affirmative Action Policies and Procedures shall apply to all parts of the hiring process.
- 11.3 **Establishment of Pools.** The Supervising Administrator, through the Human Resources Department, shall designate an up-to-date list of interested candidates for the purpose of establishing a part-time temporary employment pool. Any qualified applicant may apply for the pool. According to the needs of the program, the Supervising Administrator will take steps to inform, screen, and interview new candidates for the employment pool.
- 11.4 **Procedures for Hiring.** The director shall select candidates for employment from the employment pool. The director may conduct a search for a qualified candidate if a pool candidate is unable or unqualified for hire. When an unforeseen opportunity arises to offer a new course or section and the pool contains no candidates who have the desired qualifications, the Supervising Administrator may conduct a search for a qualified candidate who will be recommended for hiring.
- 11.5 **Distribution of Hiring Policies and Procedures.** Copies of the District's Hiring Policies and Procedures and Staff Diversity/Affirmative Action Policy and Plan shall be supplied by the District to faculty members upon request.
- 11.6 **SRJC Board Policies and Procedures.** Faculty members shall be orientated on SRJC Board Policies and Procedures related to providing instruction, grading and reporting student attendance during new employee orientation.

## ARTICLE 12. PERSONNEL FILES

- 12.1 **Personnel Files.** There shall be only one (1) personnel file for each faculty member. This file shall be maintained at one (1) location in the District Human Resources Department. It shall be available for inspection and inventory during normal business hours upon request by the faculty member. A representative of the faculty member may inspect the files if authorized to do so in writing by the faculty member. Access to the file shall be limited to authorized representatives and strict confidence shall be maintained in accordance with the appropriate provisions of the California Education and Government Codes regulating personnel files.
- 12.2 **Contents of Personnel File.**
  - 12.2.1 All documents relative to a faculty member's status of employment shall be contained in the faculty member's personnel file.
  - 12.2.2 Information of a derogatory nature which may affect the status of employment shall not be placed in the faculty member's personnel file unless and until the faculty member or authorized representative has been given notice and has had the opportunity to review and append written comments to them. The faculty member shall be given an opportunity during

business hours, without loss of salary, to review such documents and to prepare a written response to such material.

12.2.3 Anonymous documents or materials unrelated to the faculty member's professional responsibilities shall not be placed in the faculty member's personnel file.

12.2.4 A faculty member may submit documents to be added to the personnel file concerning professional service, competence, honors, awards, and recognitions. Books or other voluminous documents will not be added to the personnel file for practical reasons.

## **ARTICLE 13. AVAILABILITY FOR EMPLOYMENT**

13.1 **Consideration for Employment.** A list of faculty members shall be maintained by the District Human Resources Department. Faculty members who have worked for six (6) or more semesters for the District and have satisfactory evaluations shall receive first consideration for employment contingent upon the availability of assignments and the needs of the District.

13.2 **Maintain Placement in Employment Pool.** Faculty members who do not wish to be offered employment for a given semester shall file a *Request For Change To Schedule* form to maintain eligibility for the employment pool. Faculty members in the active pool who do not wish to be offered employment or do not have assignments, remain in active status for four (4) academic years (fall, spring, summer) from their last paid date.

13.3 **Substitutes or Additional Assignments.** *Request For Change To Schedule* form shall be filed each semester by current faculty who wish to show interest in substituting or additional assignments.

13.4 **Loss of Eligibility for Assignments.** Faculty members who have a current *Request For Change To Schedule* form on file, who have not been available to teach and/or have not had assignments consecutively for more than two (2) academic years (fall, spring, summer) will be required to reapply to the pool.

## **ARTICLE 14. FACULTY EVALUATION PROCEDURES**

14.1 **Purpose of Evaluation.** The principal purposes of the Faculty Evaluation Procedures are agreed to be the following: (1) to recognize and acknowledge good performance; (2) to enhance satisfactory performance and help faculty members who are satisfactorily further their professional growth; (3) to identify weak performance and assist faculty members in achieving needed improvements; and, (4) to document unsatisfactory performance. For each of the above, professional growth should be concomitant with the evaluation process.

14.2 **Evaluation Procedures.** Evaluation shall be done by the Supervising Administrator or designee. As an alternative, a faculty member may submit a written request for a peer evaluation. The request shall be made within ten (10) working days from the date of evaluation notification.

14.3 **Definition of "Peer."** A "peer" shall be any faculty member currently teaching in and having taught for at least one year in the Lifelong Learning Program and whose last evaluation is satisfactory.

14.4 **Criteria for Evaluation.** Evaluation must yield a genuinely useful and substantive assessment of performance based on clearly stated, relevant criteria designated in the standard evaluation form(s) jointly developed by the District and SRJCFT. Administrative and peer evaluations of faculty members shall be regular, timely, and shall follow the same procedures for all faculty in the unit. Temporary faculty shall be evaluated at least once in the first year and at least once every six (6) regular semesters thereafter.

- 14.5 –**Peer Evaluation Team.** Each evaluation shall be conducted by an ad hoc Peer Evaluation Team, to consist of: (1) the faculty member’s director or designee who may seek appropriate information from an administrator of the faculty member’s host facility or may invite the administrator to sit as a member of the committee; (2) one faculty member selected from three (3) faculty chosen by lot from the pool of faculty peers approved by the District and SRJCFT; and, (4) a faculty member selected by the faculty member being evaluated. If the classroom observation is conducted during a team member’s class time, the class will be covered by a substitute, activity coordinator or other qualified individual. The parties agree class cancellations should be minimized. If no person is available to cover the class, the Supervising Administrator may authorize the faculty member to make up the class at another time. If the peer evaluation team cannot be constituted within 30 calendar days, the evaluation will be done by the director or designee.
- 14.6 **Formal Class Observations.** Class observations shall be made after prior notification of and appointment with the instructor.
- 14.7 **Alternative Peer Evaluation Process.** Each member of the peer evaluation team shall record their observation on a standard observation form, sign it, and return it to the peer evaluation team chair, who will draft a consensus report. The consensus report and class observation forms shall be sent to the team members for review. Should a team member desire to revise the report, a team meeting will be held. The chair of the team shall provide a copy of the evaluation, consisting of the class observation forms and the consensus report, to the faculty member being evaluated and shall meet with the faculty member to discuss the evaluation prior to signing it. After this discussion, the faculty member will sign the evaluation report to acknowledge receiving it; receipt of the evaluation report will not constitute automatic consent or agreement.
- 14.8 **Right to Append Comments.** Within ten (10) working days of receiving a copy of the evaluation, the faculty member being evaluated shall have the right to append comments to the evaluation before it is placed in the personnel file.
- 14.9 **Improving Performance.** Faculty members whose evaluations contain specific recommendations for improving performance shall consult with the Supervising Administrator to discuss a plan to accomplish the specified improvements. The Supervising Administrator shall finalize a plan for improvement.
- 14.9.1 The plan for improvements shall contain a timetable with specific dates for meeting the recommended improvements. The Supervising Administrator shall review the plan for compliance.
- 14.10 **Unsatisfactory Performance.** If the overall evaluation rating is unsatisfactory, the Supervising Administrator shall develop a plan for improvement which shall contain a timetable for meeting recommended improvements. The faculty member may consult with a representative from the SRJCFT regarding the plan. A statement of subsequent compliance or non-compliance shall be attached to the faculty member’s evaluation.
- 14.11 **Monitoring Performance.** Nothing herein shall be construed to prohibit the Supervising Administrator (or designee) from monitoring performance at any time during the year.
- 14.12 **Appeal Process.** If a faculty member charges that the Evaluation Procedures outlined in Article 14, Faculty Evaluation Procedures, or other procedures of the contract that bear on this article have been violated, such a charge must be put in writing and processed as a grievance under Article 20, Grievance Procedures. The content of evaluations is not subject to grievance.
- 14.13 Faculty will submit a Self-Assessment Report which shall reflect on how faculty members employ teaching, learning, and professional practices that reflect IDEAA and anti-racist principles as well

as respect for and acknowledgement of the diverse backgrounds of students and colleagues in order to improve equitable student outcomes and course completion.

## **ARTICLE 15. ASSIGNMENTS AND CHANGES**

**15.1 Assignment of Teaching Load.** The administrator in charge of the program will be responsible for the assignment of teaching load. On the day the Class Schedule for each term is posted on the District website, the District will notify all faculty of this posting, which constitutes the District's approval of the schedule and the offer of hourly assignments. Faculty will be responsible for notifying Lifelong Learning Program of any error(s) within two (2) weeks of receipt of the tentative notice of assignment. A confirmation letter shall be distributed to all faculty in the unit not less than one (1) week before the first class meeting.

### **15.2 Schedule Changes**

**15.2.1** Requests for changes in the current schedule must be presented to the Supervising Administrator or designee not less than five (5) weeks before the Proof 2 Schedule is due to the Supervising Administrator, unless otherwise mutually agreeable. The Proof 2 Schedule due date to the Supervising Administrator will be listed on each Lifelong Learning Program semester calendar. The request shall be made on the Request for Change to Schedule form.

**15.2.2** Schedule changes (time and day) during the semester may be made upon the agreement of the faculty member and the Supervising Administrator.

**15.2.3** If the enrollment in a course is less than the established minimum at the beginning of the second class meeting, the faculty member is required to contact the Supervising Administrator or designee for a decision as to whether or not the class will continue. If one or more classes are cancelled, the faculty member will be paid for those sessions taught before the cancellation.

**15.2.4** If the attendance in a course is less than the established minimum for a period of two (2) consecutive weeks, the faculty member shall contact the Supervising Administrator or designee for a decision as to whether or not the class will continue. If one or more classes are cancelled, the faculty member will be paid for those sessions taught before the cancellation.

**15.2.5** The faculty member shall drop students who have never attended class or who have stopped attending class and add new students on the check roster that is mailed out approximately four (4) weeks before the end of the semester.

**15.2.6** When a facility or agency states that it no longer wants an instructor to teach at its site, the Supervising Administrator will meet with the instructor to address the situation. All attempts will be made to reconcile the dispute between the instructor and the facility. If it remains unresolved, the Program Director will cancel the instructor's assignment, as the facility requested, either immediately, at the end of the current semester, or for the next semester. In addition, the Supervising Administrator may take other action, including:

- Submit a letter to the instructor's personnel file based on the incident (See Article 12: Personnel Files).
- Not assign a replacement load.
- Conduct an immediate evaluation.

## ARTICLE 16. FACULTY SALARY SCHEDULE

16.1 **Definition of “Step.”** Appropriate service for movement on the salary schedule shall be completion of 75% of the scheduled weeks per semester for four (4) semesters. All scheduled hours in a week must be worked for faculty to receive credit for that week. Under unusual circumstances, exceptions may be approved by the Supervising Administrator.

16.2 **Credit for Previous Experience.** Previous experience shall be evaluated by the Human Resources Department. Up to ten (10) semesters of credit may be granted for previous instructional and/or work experience that directly relates to the SRJC position.

Faculty Salary Schedule. The following salary schedule will be effective for all Unit members as of August 14, 2024.

### Lifelong Learning Program – Faculty Salary Schedule

3.85% Effective August 14, 2024

Step	Regular semesters	Hourly Rate – Non-Doctorate	Hourly Rate - Doctorate
1	Entry (1 Semester) - 5	46.45	47.38
2	6-13	51.10	52.12
3	14 and over	56.21	57.34

16.3 **Faculty placement.** All units and degrees presented for class placement on the salary schedule will be from accredited institutions or deemed equivalent by evaluation. The faculty member will submit all applicable transcripts directly to the Human Resources Department for verification.

16.3.1 **Accredited Institution:** All units and degrees presented for placement or advancement on the salary schedule must be from accredited collegiate institutions and shall be verified by transcripts. All degrees must be granted from an institution accredited by one of the six (6) regional accrediting associations or from accredited foreign institutions per provisions below.

16.3.2 **Equivalency Evaluation:** The faculty member must demonstrate item a, b, or c and item d.

- a. Degrees and units from foreign institutions will be accepted by SRJC if they are verified as having been earned at an institution acceptable for either salary placement or acceptance into a graduate program at the University of California, Graduate Division, or any California State University graduate division, or any other graduate division of a regionally accredited college or university in the United States; or
- b. It will be the responsibility of the faculty member to provide written documentation from a University of California, California State University, or other regionally accredited college or university in the United States verifying the acceptability of the foreign degree. This documentation must be in the form of a signed letter from a department or program administrator on official institution stationery. The letter will serve as part of the documentation to be submitted to the credentials evaluation service; or
- c. The coursework and degrees are awarded by a college or university accredited by an official government accrediting body or the equivalent in the foreign country; and

d. Acceptance of units and degrees from foreign institutions are subject to a determination of equivalency by a credentials evaluation service jointly designated by the District and SRJCFT. All costs associated with this evaluation will be borne by the faculty member.

#### **16.4 Class Placement Verification**

**16.4.1. Initial Class Placement:** A newly-hired faculty member will provide verification for units earned to the Human Resources Department within four (4) weeks of the date of hire. Documentation received after that date will result in movement not taking effect until the following semester.

**16.4.2. Continuing Class Placement:** A continuing faculty member will provide verification for salary placement to the Human Resources Department by the first day of the semester. Documentation received after that date will result in movement not taking effect until the following semester.

**16.5 Deadline for Salary Reopeners.** SRJCFT shall submit a written request to reopen negotiations on Article 16 (Salary Schedule) no later than the first working day of January of the fiscal year in which the salary schedule will apply. The District is not under any obligation to negotiate and pay retroactive salaries when the bargaining unit fails to comply with the deadline for salary schedule reopeners.

**16.6 Waiver of Deadline.** The deadline for submitting a written request to reopen on the salary schedule may be changed upon mutual agreement.

### **ARTICLE 17. FRINGE BENEFITS**

#### **17.1 Part-Time Faculty Pension Plan**

**17.1.1** Every part-time faculty member shall be eligible to enroll in a part-time pension plan.

**17.1.2** In lieu of Social Security, those faculty members who are not retired from STRS or who are not covered by STRS or PERS as Sonoma County Junior College District employees will be enrolled in an IRS approved 403(b) plan subject to the following conditions:

**17.1.2.1** The 403(b) Plan will become effective January 1, 1992.

**17.1.2.2** The 403(b) Plan will be an employee directed defined contribution plan.

**17.1.2.3** The District shall contribute 3.75 percent of gross salary for each faculty member.

**17.1.2.4** There shall be a mandatory contribution of 3.75 percent of gross salary from each faculty member.

**17.1.2.5** The faculty member shall be fully vested in the plan at all times.

**17.1.2.6** Fidelity Investments will provide the investment and administer the program.

**17.1.3** The plan or provider cannot be changed without the mutual agreement of the SRJCFT and the District.

**17.1.4** For those Unit members enrolled in the CalSTRS, Defined Benefit Plan, the retirement base "earnable income" for hourly assignments will be reported to CalSTRS using the following assumption:

Load = 35 hours per week x 35 weeks per year = 1,225 hours per year

Therefore, hourly wage times 1,225 hours per year = earnable base.

- 17.2 **Medicare Contributions.** The District and the faculty members shall each contribute an amount equal to 1.45 percent of gross wages for Medicare contributions.
- 17.3 **Part-time Unit B Faculty Health Insurance Plan.** Unit B part-time faculty employed by the District who meet the State and District requirements for health insurance eligibility under AB 420 will be invited to participate in this program. The insurance cost will be paid fifty percent by the employee and fifty percent by the District through June 30, 2006. Procedures for implementation of this health insurance program include:
- 17.3.1 SRJCFT and the District will work cooperatively on implementation of the program, including reaching agreement on the terms of District eligibility, publishing of procedures and forms and implementation timeline.
- 17.3.2 Part-time faculty must demonstrate that they meet the State and District requirements for eligibility, including employment at 40% of Unit B load or more within the District for two complete semesters out of the last three consecutive semesters.
- 17.3.3 SRJCFT will assist the District in the implementation and ongoing administrative support of the program.

## **ARTICLE 18. LEAVES**

- 18.1 **Definitions.** A “leave” is an authorized absence from instructional duties for a specific period of time. A leave shall not be considered a break in service provided that the leave occurs during the term of employment specified in the confirmation letter.
- 18.2 **Substitutes.** Each faculty member taking a leave may recommend to the Supervising Administrator a substitute for the days to be missed. The Supervising Administrator shall be responsible for assigning substitutes.
- 18.3 **Sick Leave**
- 18.3.1 Sick leave shall accumulate at the rate of one (1) hour for every 17.5 hours of paid service to the District.
- 18.3.2 The accumulation and transferability of sick leave shall follow the terms of Education Code Sections 87781 and 87782.
- 18.3.3 The District may require the faculty member to provide a physician’s written verification of illness or injury after an absence of three or more consecutive work days.
- 18.4 **Temporary Disability Due to Childbirth**
- 18.4.1 Temporary Disability Due to Childbirth Leave shall be granted to eligible faculty members for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery there from. The period of disability shall be determined by the employee and her physician. The District shall comply with federal Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA), Government Code Section 12945.2, and applicable regulations governing temporary disability due to childbirth.
- 18.5 **Personal Necessity Leave**
- 18.5.1 Personal necessity is defined as an urgent situation, which is imposed on a unit member, over which they have no control, and which they cannot reasonably be expected to anticipate or disregard, and which requires the unit member’s presence during their normal workday. The faculty member requiring a leave under this section shall submit a signed Notice of Absence form that verifies the leave is being taken for one of the reasons listed as permissible under this section. Whenever possible,

advance notification of any personal necessity permitting leave under this section shall be given. Prior permission shall not be required for leaves taken under sections 18.5.2.1 or 18.5.2.2 below.

18.5.2 A faculty member may elect to use not more than eleven (11) days of accumulated sick leave benefits in a school year in the following cases of personal necessity.

18.5.2.1 Death of member of the faculty member's immediate family. "Immediate family" is defined as mother, father, grandmother, grandfather, or grandchild of the faculty member or of the spouse or registered domestic partner of the faculty member, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, or sister of the faculty member, or person living in the immediate household of the faculty member.

18.5.2.2 Accident involving the faculty member's person or property, or the person or property of the faculty member's immediate family, as defined above, of such an emergency nature that the immediate presence of the faculty member is required during a work day.

18.5.2.3 Appearance in court as litigant, as a witness under an official order or fulfilling the requirements of adoption.

18.5.2.4 Serious or critical illness of a member of the immediate family as defined above, calling for services of a physician and of such an emergency nature that the immediate presence of the family member is required during a work day.

18.5.2.5 Death of a close friend, colleague or member of the family not considered immediate family.

18.5.2.6 In a situation which makes it impossible for a faculty member to get to the work location due to a natural disaster as declared by the Superintendent/President of the College, the faculty member may use up to three (3) days personal necessity leave for this purpose.

18.5.2.7 Personal necessity leave may be granted by the Vice President for Academic Affairs or designee for matters of compelling personal importance which cannot be accomplished at times other than assigned working hours and are not covered by other sections of this article.

18.5.2.8 Personal necessity leave may not be used for recreation or social events.

18.6 **Bereavement Leave.** Every faculty member shall be entitled to up to five (5) days of paid leave of absence within a seven (7) day period, for each occurrence on account of the death of any member of the immediate family as defined above. This leave shall not be deducted from sick leave.

18.7 **Jury Duty Leave.** Faculty members shall be entitled to five (5) days of paid leave as is necessary for jury duty. This leave shall not be deducted from sick leave. To receive paid leave for jury duty, the faculty member must return to the District all income received for jury service except for mileage.

18.8 **Military Leave.** Military Leave shall be granted in accordance with applicable provisions of law.

18.9 **Industrial Accident or Illness Leave** Documentation available at the SRJC Human Resources Office. All faculty members who are eligible for workers' compensation benefits shall be provided with industrial accident or illness leave according to the provisions of Education Code Section 87787.

18.9.1 The accident or illness must have arisen out of and in the course of the employment of the faculty member.

18.9.2 Allowable leave for industrial accident or illness shall not exceed sixty (60) days during which the college is in session or when the faculty member would otherwise have been performing work for the District in any one fiscal year.

18.9.3 Allowable leave will not be accumulated from year to year.

18.9.4 When an industrial accident or leave overlaps into the next fiscal year, the faculty member shall be entitled to only the amount of unused leave due for the same illness or injury.

18.9.5 The leave under these rules and regulations will commence on the first day of absence.

18.9.6 Payment for wages lost when added to an award granted the faculty member under the workers' compensation laws of this state shall not exceed the normal wages for the day.

18.9.7 Industrial accident or illness leave will be reduced by one (1) day for each day of authorized absence regardless of a temporary disability indemnity award.

18.9.8 During any paid leave of absence, the faculty member will endorse to the District the temporary disability indemnity checks received on account of their industrial accident or illness. The District, in turn, will issue the faculty member appropriate salary warrants for payment of the faculty member's salary and will deduct normal retirement, if applicable, on the full salary and other authorized contributions.

18.9.9 Upon termination of the industrial accident or illness leave, the faculty member will be entitled to the benefits provided for sick leave (provided elsewhere in this agreement), and absence for such purpose will be deemed to have commenced on the date of termination of the industrial accident or illness leave, provided that if the faculty member continues to receive temporary disability indemnity, they may elect to draw on accumulated sick leave to provide a total income (including temporary disability indemnity payments), not to exceed normal full wage.

18.9.10 The Board may provide for such additional leave of absence for industrial leave or illness as it deems appropriate.

18.9.11 Any faculty member receiving workers' compensation benefits shall remain within the State of California during periods of illness or injury unless otherwise authorized by the Board.

18.10 **General Provisions.** The faculty member is required to submit a completed Notice of Absence form in a timely manner to the Supervising Administrator. A Notice of Absence form must be submitted for all absences from a faculty member's scheduled assignments. "Timely" is defined as within three (3) calendar days.

18.11 The District shall comply with any other leaves provided for by federal Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA), Government Code Section 12945.2, and applicable regulations.

18.12 **Catastrophic Leave:** Pursuant to Ed Code 87045, a faculty member may qualify for a fully paid leave with full benefits if the faculty member or a member of the faculty member's immediate family is disabled by a life-threatening long-term illness or injury.

18.12.1 A faculty member may qualify for a period of up to twenty-three (23) days of the contract year of Catastrophic Leave. At the end of this initial period, the faculty member may qualify for one (1) additional period of up to twenty-three (23) days of the contract year of Catastrophic Leave.

18.12.2 The District will require a faculty member to provide verification by a physician in order to qualify for Catastrophic Leave.

18.12.3 While a faculty member is on Catastrophic Leave using donated hours, no Sick Leave will accrue.

18.12.4 Faculty unit members may contribute sick leave credit in hourly increments from their accrued sick leaves balance to a SRJCFT Faculty Catastrophic Leave Bank for the purpose of providing hours to faculty members who have been granted Catastrophic Leave.

A faculty member may not make such a contribution that reduces the faculty member's accrued Sick Leave to less than thirty (30) hours.

- 18.12.5 Human Resources (HR) will solicit sick leave donations from SRJCFT faculty members on an as-needed basis. Human Resources will maintain records for the SRJCFT Faculty Catastrophic Leave Bank. Contributions to the Faculty Catastrophic Leave Bank will be made using a Sick Leave Donation Form provided by HR.
- 18.12.6 A faculty member who has completed the equivalent of one (1) full year (100 percent load for one (1) year) of paid service to the District will be eligible for a Catastrophic Leave. A faculty member may utilize Catastrophic Leave only during a period of time when the faculty member is in paid status by the District.
- 18.12.7 A faculty member requesting a Catastrophic Leave will receive the recommendation of the Supervising Administrator, and will notify the Human Resources Department.
- 18.12.8 A maximum of two (2) requests may be granted for each life-threatening, long-term illness or injury event, as verified by a physician.

## **ARTICLE 19. PROFESSIONAL GROWTH**

- 19.1 **Travel and Conference Funds.** The District shall maintain financial support, including AB 1725 funding, for faculty development, subject to available funds. The Lifelong Learning Program Office shall notify the faculty each year how to apply for the funds. Faculty may apply for development funds through the District Staff Development Office.
- 19.2 Unit B faculty shall receive advance notice of district-sponsored Professional Development Activity Days (PDA) each academic year.
- 19.3 Faculty members are not obligated to attend other than their normal and planned course activities, with the exception of new faculty who are required to attend a District provided orientation. See 19.4.
- 19.4 New faculty shall be entitled to compensation at their regular rate of pay to attend a District provided orientation.

## **ARTICLE 20. GRIEVANCE PROCEDURE**

- 20.1 **Definition.** A "grievance" is an allegation by a faculty member(s) that the District misapplied, misinterpreted or violated a specific provision of this Agreement and that by reason of these actions the unit member(s) has been adversely affected.
  - 20.1.1 A "**day**" is any day the District offices are open for business.
  - 20.1.2 A "**grievant**" may be one (1) or more faculty members covered by this Agreement or the SRJC CFT.
  - 20.1.3 The "Supervising Administrator" is the lowest level administrator having immediate jurisdiction over the grievant(s) and who has been designated to administer grievances.
- 20.2 **Procedure**
  - 20.2.1 SRJCFT and the District jointly recommend that the parties to a potential grievance resolve their differences informally, if possible, before entering the formal steps of the grievance procedures.

### **20.3 Informal Level**

20.3.1 The grievance process at the informal level must be initiated within fifteen (15) days after the grievant knows or reasonably could have known of the alleged occurrence or failure to take action that led to the grievance. The grievant shall attempt to resolve it by an informal conference with their Supervising Administrator. Unless mutually agreed otherwise, the parties shall meet within 10 days of initiation of the informal level.

### **20.4 Formal Level I**

20.4.1 If the issue is not resolved at the informal level, the grievant must present the grievance in writing on the SRJC Lifelong Learning Program Unit B Grievance form to the Supervising Administrator no later than ten (10) days after the informal discussion. The Supervising Administrator shall forward a copy to SRJCFT. The grievance form is available at the Human Resources Department. The completed form shall be a clear, concise statement of the grievance; the grievant's designated representative, if any, the circumstances involved, the decision rendered at the informal conference, and the specific remedy sought.

20.4.2 The Supervising Administrator shall communicate their decision to the faculty member and SRJCFT in writing within ten (10) days after receiving the grievance form. If the Supervising Administrator does not respond within the time limits, the grievant may appeal to the next level.

20.4.3 Within the above time limits, either party may request a personal conference.

### **20.5 Formal Level II**

20.5.1 If the grievant is not satisfied with the decision at Level I, they may, within ten (10) days of the date of the response or its due date, appeal the decision by submitting a clear, concise statement of the reasons for the appeal, and the specific remedy sought. The statement of appeal shall be given to the appropriate Supervising Administrator. The Supervising Administrator shall provide a copy to SRJCFT and the Human Resources Department.

20.5.2 The Supervising Administrator or their designee shall communicate the decision to the grievant, SRJCFT and the Human Resources Department within ten (10) days. If the Supervising Administrator or designee does not respond within the time limits provided, the grievant may appeal to the next level.

### **20.6 Formal Level III**

20.6.1 SRJCFT shall have the exclusive right to submit the decision at Formal Level II to mediation on behalf of the faculty member. Filing of the request for mediation with the Human Resources Department will initiate Level III of the process and must be submitted within ten (10) days of the Level II decision. If SRJCFT declines to submit the grievance to mediation, the grievant shall have exhausted all administrative remedies. The grievant may seek other legal remedies.

20.6.2 Within five (5) working days of the filing of a request for mediation, a representative of SRJCFT may request the assignment of a mediator from the California Mediation and Conciliation Service (CMCS).

20.6.3 The mediator shall assist the parties in resolving the grievance. The mediator shall have the authority to meet separately with either party, but shall not have the authority to compel the resolution of the grievance. If, after due diligence, the mediator concludes resolution is not possible, the mediator shall notify both parties in writing.

## **20.7 Formal Level IV Board Decision**

- 20.7.1 If the parties are unable to reach a mutually acceptable resolution to the grievance in mediation (Level III) the grievant may appeal the decision at Level II to the Board within ten (10) days of the written notice of the mediator. The statement of appeal shall include a copy of the original grievance form, the supervisor's written decision and a clear, concise statement of the reasons for the appeal, and the specific remedy sought. At the discretion of the Board, both SRJCFT and the District representative may be requested to submit a written brief in support of their positions.
- 20.7.2 The Board shall render a decision at the next regularly scheduled Board meeting, provided that at least fifteen (15) days are allowed for Board consideration from the time of the post mediation meeting between SRJCFT and the District.
- 20.7.3 Within ten (10) working days after the Board meeting, the SRJCFT shall be provided a written decision from the Board including reasons for their action. The Board's decision completes the District grievance process.
- 20.7.4 Completion of the District grievance process shall in no way infringe on the rights of the grievant to seek redress in a court of law.

## **20.8 Representation**

- 20.8.1 The grievant has the right to be represented at every step in the grievance procedure by the SRJCFT.
- 20.8.2 Any grievant, at any time, may present the grievances and have such grievances adjusted without intervention by the SRJCFT as long as the adjustment is not inconsistent with the terms of this Agreement. The District shall not agree to a resolution of the grievance until ten (10) days after the SRJCFT has received the decision on the grievance in writing.

## **20.9 Time Limits**

- 20.9.1 If the grievant does not act within any of the following time frames at each level, his/her right to do so is waived and the grievance is concluded unless the time frames have been extended pursuant to Section 20.4.3.
- 20.9.2 If the District fails to respond within any of the following time frames in each level, the grievant may appeal the grievance to the next level.
- 20.9.3 Time limits may be adjusted or levels omitted upon the written mutual agreement of the parties involved. Time limits shall be computed by excluding the day communications are received and including the last day.

## **20.10 General Provisions**

- 20.10.1 All documents or decisions required to be presented shall be served personally or by certified mail, return receipt requested, to the last known address of record.
- 20.10.2 All required meetings or proceedings will be held at convenient times with preferences given to times other than those when classes are in session. If a grievance meeting or proceeding takes place while classes are in session, any faculty member(s) or the faculty member's representative who is a participant shall be granted release time.
- 20.10.3 Records regarding the processing and investigation of a grievance shall be placed in a file separate from the personnel files(s) of the faculty member(s) involved. Efforts will be made by all parties to keep these records confidential.

20.10.4 No reprisals of any kind will be taken by the District or by any member or representative of the administration or by the Union against any aggrieved person, any party of interest, or any other participant in the grievance procedure by reason of such participation.

20.10.5 A grievance may be filed by a unit member provided they have not previously grieved the same incident unsuccessfully.

## **ARTICLE 21. UNION RIGHTS**

21.1 **Contract Copies.** The District shall produce an electronic copy of the contract as soon as practicable after unit ratification and District approval of the contract. Normally this shall occur within sixty (60) days. The SRJCFT shall distribute the contract to all faculty members. New faculty members shall be provided a copy of the Agreement by the District at the time of employment.

21.2 **District Policies and Amendments.** District Policies and Procedures are available on the District website under Board of Trustees.

21.3 **Board Agenda and Minutes.** The Board agenda and minutes are available on the District website under Board of Trustees.

21.4 **Public Information.** The District shall make available to SRJCFT public information that is normally produced by the District and is necessary for SRJCFT to exercise its rights pursuant to the EERA.

21.5 **Use of Mail System.** SRJCFT may use the existing intra-district mail system for the bargaining unit consistent with the law. Copies of material distributed shall contain the date of distribution and SRJCFT identification.

21.6 **Bulletin Boards.** SRJCFT may use District bulletin board space subject to reasonable regulations in accordance with District policy. Upon approval of host facility, SRJCFT may use its bulletin boards.

21.7 **List of Unit Members.** Upon request, SRJCFT will be provided after the start of each semester the names, telephone numbers and addresses of current unit members except for those individuals who have requested that this information not be released by submitting the "Request for Nondisclosure of Personal Information" form.

21.8 **Budget Committee.** SRJCFT shall be notified of the budget committee meeting schedule and receive copies of the agenda and minutes.

21.9 **Release Time.** SRJCFT bargaining unit members will be provided with up to sixty (60) hours per fiscal year of released time to perform collective bargaining duties directly related to contract administration or to attend/participate in CFT/AFT-sponsored trainings, events, conferences or conventions. The length of time deducted from the above hours will be equivalent to the full length of the scheduled class that is missed. A faculty member will recommend a substitute to the Supervising Administrator, or designee. If a substitute is unavailable, the meeting will be rescheduled.

21.10 **Budget Development.** SRJCFT representatives may consult with the Supervising Administrator regarding program budget development.

21.11 **Use of District Facilities.** SRJCFT may use District facilities for the purpose of holding meetings subject to reasonable regulations in accordance with District policy.

21.12 **Parking Permits.** Upon request to the Supervising Administrator, courtesy parking permits may be issued to Unit B faculty members for the purpose of conducting program related business.

- 21.13 **Release of Personal Information.** It shall be the responsibility of each faculty member to file a written restriction if the faculty member's address and/or telephone number is not to be released or listed in the District directory. However, it is understood that each faculty member's telephone number will be available to fellow faculty so long as such information is used exclusively for District business. The District shall not be held responsible for misuse of this information.
- 21.14 **Pay for Committee Work.** SRJCFT will be allotted up to 50 hours each academic year for faculty participation in SRJC Committees. Faculty members who serve on peer evaluation shall receive pay at their hourly rate.
- 21.15 During new employee orientation, faculty shall be issued, by SRJC, a packet of information provided by SRJCFT Local 1946 which includes information relevant to local union representation and membership participation and benefits.
- 21.16 **Employee Orientation.** SRJCFT shall be notified of new employee orientations at least ten (10) days in advance and shall be given at least thirty (30) minutes at the new employee orientation when they occur. The SRJCFT president or designee shall receive compensation for thirty (30) minutes at their normal hourly rate to attend the orientation.
- 21.17 **Employee Information.** The District shall provide SRJCFT with the name, job title, department, email address, work location, phone numbers (work, home, personal cellular), personal email address and the home address for all newly hired members (if on file with the employer). Employees will have the right to opt out of providing their personal phone/email and home address through HR. This information will be provided within 30 days of hire or by the first pay period of the month after hire. SRJCFT may request this information on a more frequent basis, and the District shall make a good faith effort to provide the information within thirty (30) calendar days.
- 21.18 **Third Party Information Requests on Unit Members.** The District will provide SRJCFT with notification of any requests for information received from a third party about its unit members within ten (10) days of receiving.

## **ARTICLE 22. SEVERABILITY AND SAVINGS**

- 22.1 **Judicial Review.** If any provision(s) of this Agreement is (are) held invalid or contrary to law by a court of competent jurisdiction, such provision(s) shall be inoperative, but all other provisions shall not be affected thereby and shall be continued in full force and effect.
- 22.2 **Subsequent Negotiation.** Should any provision(s) be deemed invalid, within thirty (30) days, upon the request of either party, they shall meet to negotiate regarding the affected provision(s).
- 22.3 **Modifications to Agreement.** Modifications to this agreement mandated by state and/or federal law shall permit either party to request negotiations not later than thirty (30) calendar days after passage of initial legislation, enabling legislation, publication of regulations and/or appropriation legislation, whichever comes later.

## **ARTICLE 23. DURATION**

- 23.1 **Effective Dates.** This agreement and each of its provisions shall continue in full force and effect from July 1, 2024 through June 30, 2027.
- 23.2 The parties agree to automatic reopeners on salary and fringe benefits. The parties further agree that each may reopen on two (2) additional articles. Three additional reopeners will be allowed each party upon mutual agreement.

## ARTICLE 24 CONSULTATION RIGHTS


24.1 **Consultation on Educational Matters.** Upon request, the Supervising Administrator will meet and consult with the SRJCFT regarding the definition of educational objectives, the determination of the content of courses and curriculum, and the selection of textbooks and instructional materials.

24.1.1 When the annual program review is conducted or major changes in curriculum are planned, the SRJCFT will be invited to meet and consult with the District (Supervising Administrator)


## ARTICLE 25 AGREEMENT

25.1 The following agreement has been reached between Sonoma County Junior College District (“District”) and SRJCFT (AFT Local 1946).


25.2 This agreement is entered into pursuant to Chapter 10.7 (commencing with Section 3540) of the Government Code.

  
Denise Beeson (May 27, 2025 10:41 PDT)


Denise Beeson  
President  
California Federation of Teachers

  
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Kate Jolley  
VP, Finance and Admin Services  
Sonoma County Junior College District

  
Terry Allan Elverum (May 27, 2025 10:53 PDT)

Terry Elverum  
Field Representative  
California Federation of Teachers

  
Joshua Adams (May 27, 2025 11:21 PDT)

Josh Adams  
Dean  
Sonoma County Junior College District