

RIVERSIDE COMMUNITY COLLEGE DISTRICT  
and  
RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION,  
CCA/CTA/NEA  
MEMORANDUM OF UNDERSTANDING

Evaluation Procedures for Contract Faculty (Article XI.C.1.d)

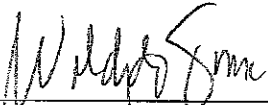
November 13, 2017

This MOU amends Article XI.C.1.d, "Continuation of Contract," in order to take into account the newly created Recommendation of "Need for Improvement" for Tenure-Track, or "contract," faculty.


In the event that a majority of the committee determines that there is a 'Need for Improvement,' the committee will write a plan for improvement with specific and measurable goals that they deem are attainable in the time period set for improvement for the Contract Faculty member within 10 working days. This "Need for Improvement Plan" shall begin in the Spring semester following the semester in which the "Need for Improvement" is received, and the plan shall become part of the tenure review and evaluation record. The committee shall meet in the Spring semester following the semester in which the "Need for Improvement" is received to determine if improvement was achieved. To determine improvement according to the "Need for Improvement Plan," the committee may conduct any type of administrative, peer, and/or student evaluation it deems necessary in assessing the Contract Faculty member's performance and in providing further guidance for improving instruction and/or professional performance set out in the Plan's specific and measurable goals. The Contract Faculty member shall write a narrative addressing the specific ways the faculty member has improved related to the "Need for Improvement Plan."

In the Spring Semester follow-up meeting, the committee will not make a recommendation on the "Committee Report" form. Rather, they will provide a written evaluation of whether the faculty member has improved on the specific goals as set out by the "Need for Improvement Plan." The committee will meet the following fall according to timelines outlined in the Contract for Improvement of Instruction Process for Contract Faculty. During the subsequent Fall Semester Improvement of Instruction cycle, there should be no second consecutive "Need for Improvement;" in other words, there shall be only "Satisfactory" or "Non-Renewal" in the subsequent year after a "Need for Improvement" had been given to a contract faculty member.

The District and the Association agree to these terms immediately.

  
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For the District: Chancellor  
Dr. Wolde-ab Isaac

Date: 8/14/2018

  
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For the Association: RCCDFA President  
Dr. Rhonda Taube

Date: 8-14-2018