

Memorandum of Understanding
between the
Riverside Community College District
and the

Riverside Community College Chapter, CCA/CTA/NEA
January 25, 2016

This Memorandum of Understanding (MOU) serves to clarify contract language regarding Article XI - Improvement of Instruction and Tenure Review for Contract Faculty unit members.

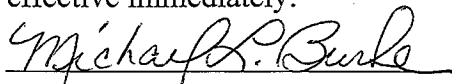
The purpose of evaluation are stated in Article XI, Section A: "The purpose of the evaluation procedure set forth in this article is to assess the performance of the College faculty, with emphasis on the strengthening of instruction and pedagogy to make recommendations toward continued employment." and "For contract faculty, the purpose of evaluation is to monitor and to assist the contract faculty member in meeting the responsibilities for the position under which he/she was hired (as specified in the job announcement), to assess and advise the contract faculty member of his/her professional strengths and areas needing improvement, and to make reasonable efforts to encourage and aid him/her to overcome any deficiencies."

Yet Article XI Section C.1.d. states: "Continuation of Contract: By the end of the first semester of employment and by the end of the fall semester of each year thereafter, by majority vote, the committee shall make a recommendation for renewal or non-renewal of contract to the College President for action as specified under the law." This language has been interpreted to mean that tenure review and evaluation committees may not offer a Contract Faculty member an opportunity to improve prior to non-renewal of the contract.

In order to fulfill the purpose of evaluation, the tenure review and evaluation committee may determine at the end of the Fall semester that the Contract Faculty member should have their employment renewed, but that said unit member needs to improve performance in order to be granted renewal in future years. If this is the case, the tenure review and evaluation committee shall complete the following action described in bold below.

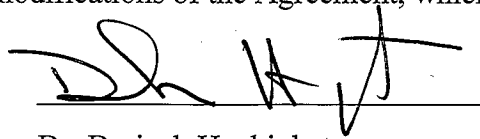
Article XI, Section C.1.d Continuation of Contract: By the end of the first semester of employment and by the end of the fall semester of each year thereafter, by majority vote, the committee shall make a recommendation for renewal or non-renewal of contract to the College President for action as specified under the law. **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 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" rating is received. During the normal evaluation cycle the following Fall semester, the committee will review the need for improvement plan with the Contract Faculty member and determine if improvement was achieved. This plan shall become part of the tenure review and evaluation record.** If a decision is made for non-renewal of a contract faculty member's employment by either the...

The Association and the District agree to these modifications of the Agreement, which will be effective immediately.



Dr. Michael Burke

RCCD Chancellor



Dr. Dariush Haghighat

President, RCCDFA/CTA/CCA/NEA