

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

Extended Illness Leave  
October 10, 2017

The AGREEMENT is made and entered into on October 10, 2017 by and between Riverside Community College District and the Riverside Community College District Faculty Association CCA/CTA/NEA (hereinafter collectively called the "Parties").

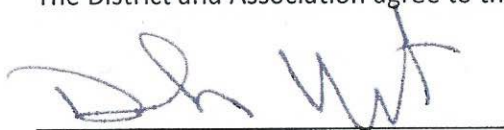
This MOU will provide part-time faculty the benefit outlined in Leaves, Article XIII, Section C, "Extended Illness Leave." This benefit is derived from Education Code 87786.

Pursuant to this agreement, the language in the above section has been modified to the following:

When a full-time or part-time faculty member has been sick for an extended period of time, and accumulated sick leave is not available, or the employee makes the election provided below, the employee shall be paid 50% of the employee's regular salary, whether or not a substitute is employed. Part-time unit members will receive 50% of their salary earned in the semester during which the leave commences. Part-time unit members will not lose their assignment due to taking Extended Illness leave; assignments will be distributed as outlined in the Rehire Rights MOU of 06/15/2017.

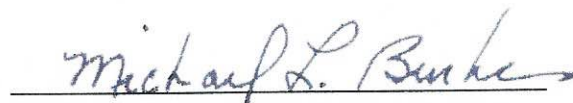
This benefit shall apply for up to five (5) calendar months for any illness in any College year. The five (5) month period begins for the first illness in any College year on the day of absence following the last day of sick leave earned during that year, except that if the employee has more than twenty (20) days of earned sick leave accumulated, the five (5) month period shall not begin until the twenty-first day of absence. An employee with more than twenty (20) days of accumulated sick leave may elect as of the twenty-first day of absence or thereafter to receive this extended illness benefit and not to use up his/her remaining accumulated sick leave account while receiving this benefit. Any such election must be in writing. If the election is made after the twentieth day, the period of this extended illness leave benefit shall be reduced by the same number of days as there are between the twentieth day and the day written election is received.

The District and Association agree to these terms effective immediately.



For the Faculty Association: RCCD FA President

Dr. Dariush Haghghat



For the District: Chancellor

Dr. Michael Burke