

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
RIVERSIDE COMMUNITY COLLEGE DISTRICT
AND RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION**

COVID-19 Faculty Evaluation Process

This Memorandum of Understanding ("MOU") is entered by and between the Riverside Community College District ("District") and the Riverside Community College District Faculty Association (Association), collectively "the parties"

WHEREAS, both parties have agreed to institute precautions to prevent and mitigate the spread of Covid-19 during this emergency process

WHEREAS, both parties have previously agreed that Spring 2020 evaluations and remediation plans of regular faculty shall be suspended during the campus closure and that regular faculty evaluations may be postponed until spring 2021; and part-time faculty in remediation shall be evaluated in Fall 2020

THEREFORE, the following provisions shall be in effect immediately:

1. Full-time regular faculty evaluations cycles would henceforth be postponed by one year.
2. No first and second year tenure-track faculty shall conduct any evaluations of part-time faculty until after the second semester of their second year full-time.
3. Evaluations of part-time faculty may be done during the Summer or Winter intersession on a voluntary basis by all parties involved and only if all parties agree. There will be no time sheets for these activities and no pay will be offered.
4. Evaluations of contract faculty (full-time non-tenure and tenure-track) scheduled for Spring 2020 must be completed in order to assess and advise faculty members in a timely manner regarding progress within the tenure review process. Per Article XI.C.1.a, evaluation committees may have begun this process prior to the COVID-19 disruption and should continue. If the COVID-19 disruption resulted in a delay (beyond the first six weeks), the process must be initiated immediately.

Dated: April 24, 2020 Wolde Ab Isaac
Wolde-Ab Isaac, Ph.D. Chancellor, Riverside Community College District

Dated: April 24, 2020 Rhonda Taube
Rhonda Taube, Ph.D. President Riverside Community College District Faculty Association