

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

Frequency of Evaluation of Categorically Funded Faculty
November 2, 2017

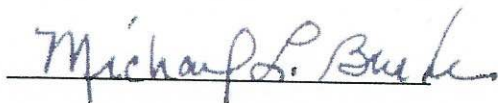
This MOU replaces point 5., page 29 of the current RCCD-RCCDFA contract dealing with the frequency of evaluation of categorically funded faculty in the District.

Full-time categorically funded faculty will be evaluated formally during the first semester of employment and in the Fall semester of each of the following three (3) years. Once these four (4) formal evaluations are completed satisfactorily, full-time categorical faculty will be evaluated once every three (3) years thereafter, usually in the Spring semester in a manner consistent with the evaluation process for regular faculty.

Participation in the evaluation cycle does not obligate the District to rehire or grant tenure to faculty who are categorically funded. However, if a full-time categorically funded faculty member is hired into a tenure-track position, a maximum of three (3) previous full-time categorical evaluations will be credited toward the tenure track process as long as there was never a break in service to the District of more than two (2) consecutive years, the full-time position constituted at least 75% and the minimum qualifications for the categorical position(s) were the same (or higher level) than the minimum qualifications for the tenure-track position. If a full-time categorical faculty member does have a break in service of two (2) consecutive years, upon return the evaluation cycle will begin in the first term of hire and thereafter, following a satisfactory evaluation, the three (3) year cycle will resume.

Full-time categorical faculty evaluations anywhere in the District can be credited toward a future tenure-track faculty position in the same manner that tenure-track evaluations anywhere in the District can be credited toward the tenure process. However, if a full-time categorical faculty member is assigned a categorical position at another college at any time within the evaluation cycle, that college shall have the right to evaluate the categorical faculty member in the first semester at that college. Furthermore, if the District fails to initiate the evaluation process when necessary, that will not constitute a break in service or negatively impact the faculty member.

The District and the Association agree to these terms immediately.



For the District: Chancellor

Dr. Michael Burke



For the Association: RCCDFA President

Dr. Dariush Haghighat