Memorandum of Understanding between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA

Article 8 – Evaluations
8.3.F. – Evaluation Components/Documents

May 18, 2026

This Memorandum of Understanding ("MOU") is entered into by and between the Rancho Santiago Community College District ("District") and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA ("FARSCCD"), and collectively "the Parties" and is expressly made pursuant to the Educational Employment Relation Act ("EERA") and the current Collective Bargaining Agreement ("CBA"). This MOU represents change to Article 8.3.F – Evaluation delineations.

The proposed change to Article 8.3.F. will replace the current options of "Outstanding, Meets Expectations, Needs Improvement and Unsatisfactory" with two (2) options "Meets Expectations and Does Not Meet Expectations" as outlined below:

8.3 EVALUATION COMPONENTS/DOCUMENTS

F. Instructional, Worksite and Distance Education observation forms include the following evaluation delineations:

a. **Meets Expectations** – unit member's performance aligns with the criteria of their faculty duties. They demonstrate that they have met the expected level of performance for the faculty duties being evaluated.

b. **Does Not Meet Expectations** – the unit member's performance falls below the expected threshold of their faculty duties, requiring further development. They do not demonstrate that they have met the expected level of performance in the faculty duties being evaluated.

All references to "Needs Improvement" and "Unsatisfactory" within Article 8, within the FARSCCD collective bargaining agreement, will definitionally be regarded as "Does Not Meet Expectations," in alignment with the evaluation criteria outlined within this MOU.

All evaluation documents that are included in Appendix O will be updated to reflect this change. This update will be implemented and ready for all Fall 2026 evaluations.

- Distance Education Unit Member Evaluation Packet
- Non-Contract (Part-Time) Unit Member Evaluation Packet
- Contract (Probationary) Tenure Review Packet
- Tenured Unit Member Evaluation Packet

It is agreed that the District and FARSCCD will schedule joint evaluation training and will communicate these changes to ensure all constituents engaged in the evaluation process are notified of the updates.

For the District:

Kristin Olson, Esq. Date
Vice Chancellor, Human Resources

For FARSCCD:

Madeline A. Grant Date
President, FARSCCD