

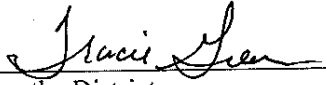
**GRIEVANCE SETTLEMENT
BETWEEN
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
AND**


FACULTY ASSOCIATION OF RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT CCA/CTA/NEA

This Memorandum of Understanding ("MOU") is entered into by and between the Rancho Santiago Community College District (hereinafter referred to as "District") and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA (hereinafter referred to as "FARSCCD") (hereinafter collectively referred to as the "Parties"), and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement ("CBA"). The purpose of this Memorandum of Understanding is to resolve the Hubbard, Flores, Kennedy, Lamb, Paramore, Kosko, and Sotelo grievances that were filed on January 15 -16, 2020.

TERMS

1. At the Institutional Tenure Review level, the parties {FARSCCD, Academic Senate President and the appropriate Vice President(s)} agree to meet collectively to review the evaluation process for the tenure-track faculty. At the conclusion of this meeting, the parties will sign the ITR form. The parties agree that these are their roles:
 - a) FARSCCD- to ensure that the Article 8 (Evaluation) processes have been followed at each level.
 - b) Academic Senate – to ensure that policies and procedures of the Academic Senate in regards to curriculum and evaluation (as outlined in BP 2410) have been followed.
 - c) Appropriate Vice President – to ensure that Board policies, Administrative Regulations and Title 5 and the CBA have been followed.
2. By December of each year, the District will provide the Academic Senate and FARSCCD a list of the tenure track faculty who have been evaluated that Fall semester. Evaluation documents from all of the years of the tenure review process will be made available to the FARSCCD and Academic Senate Representatives during the (5) five day review window by request if and only if the reason for review of past tenure track files include:
 - a) prior negative evaluation documents
 - b) new negative evaluation documents
 - c) prior improvement plans
3. All Presidents, VPs, Deans, and Tenure Review Committee Chairs will be trained by the District annually in the evaluation process. The materials/training created by the District will be shared with FARSCCD and FARSCCD will be given an opportunity to review the materials.
4. The District will provide/make available all current evaluation forms to the administrators who perform evaluations, the unit members who perform evaluations, and the Faculty Chairs.
5. The completed ITR form will be included in the faculty's tenure-track evaluation packet and forwarded to the Appropriate College President for review.
6. ITR forms are not part of the permanent personnel file but will be maintained and managed in a confidential file in Human Resources.

 4/22/2020
For the District Date

 4-22-2020
For FARSCCD Date