ARTICLE 1
IMPLEMENTATION OF COLLECTIVE BARGAINING
RECOGNITION, NEGOTIATIONS, DURATION, AND ONBOARDING

1.1 AGREEMENT (Preamble)

The following Agreement between the District and the Association is recorded in written form to meet the requirements of Government Code 3540, et. Seq. and, more specifically, wages, hours or employment, and other terms and conditions of employment as defined therein in exchange for services.

1.2 RECOGNITION

1.2.1 Exclusive Representative

The Governing Board of the Rancho Santiago Community College District, hereinafter referred to as the “District,” hereby recognized the Faculty Association of Rancho Santiago Community College District, hereinafter referred to as the “Association,” as the sole and exclusive representative of those enumerated in the Stipulated Agreement. (See Appendix A, Stipulated Unit Recognition Agreement).

1.2.2 Negotiations Restrictions

A. The District agrees not to negotiate with any other organization in matters upon which the Association is the exclusive representative, and, agrees not to negotiate with any member of the unit individually during the duration of this Agreement on matters subject to negotiations.

B. The Association recognizes the Board of Trustees as the duly elected representative of the people for the Rancho Santiago Community College District and agrees to negotiate only with the representative officially designated by the Board to act on behalf of the District. The Association further agrees that neither it nor any of its members or agents will attempt to negotiate privately or individually with the Board, any Board member, administrator, or other person or persons not officially designated by the Board of Trustees as the representative of the District.

1.3 DURATION

The provisions of this Agreement and its subsequent amendments shall become effective on July 1, 2019, and remain in effect until and through June 30, 2022.

For the life of the agreement, each party may reopen one article, excluding Article 7. The parties may open on additional articles upon mutual agreement.

The Association agrees to submit its initial proposal for reopeners or the successor agreement no earlier than September 1 of last each year of this contract, and the District agrees to present its initial proposal not later than thirty (30) calendar days following the submission of the Association’s proposal.
1.4 Unit Member Orientations and Onboarding

1.4.1 The District will provide to the Association at least ten (10) calendars days advance notice of the New Faculty Orientation. FARSCCD designated leadership will be given an opportunity to speak for a minimum of 20 minutes at the Orientation.

1.4.2 The District will include the FARSCCD membership application form and member benefits pamphlet in any employee orientation or onboarding packet of District materials provided to any newly hired unit members. FARSCCD shall provide the copies of the FARSCCD membership materials to the District for distribution.

The District will collect the membership application form and notify the Association President or Designee that the form(s) is available for pick-up.

For the Association / Date

For the District / Date
ARTICLE 5
HEALTH AND WELFARE BENEFITS

5.1 ELIGIBILITY

Employees serving under a contract of 50% or more of a full-time equivalent are eligible for benefits as described below.

Full-time employees who voluntarily reduce their load assignments below 100% will retain their eligibility for the same benefits as a full-time employee.

5.2 BENEFITS

5.2.1 Medical/Dental Insurance

For calendar year 2018, the portion of the medical/dental insurance premium paid by the District shall be limited to a maximum contribution of $29,170.68 per member per year (“District Maximum Contribution”). Thereafter, the District Maximum Contribution shall be automatically increased by an amount not to exceed 6% in each succeeding year. The new annual maximum contribution will be memorialized by the parties in a side letter to be attached to this collective bargaining agreement. If the annual premium renewal rates represent an aggregate increase of more than 6%, the District and FARS CCD agree to immediately reopen negotiations on this article.

Based on the 2017 rates, the District has approximately $1.3 million in protective capacity available to address future increases over 6% and to stabilize rates in medical/dental insurance premiums up to the District Maximum Contribution.

5.2.2 Life Insurance

Effective October 1, 1989, the District will provide life insurance of at least $50,000 for each eligible employee.

5.2.3 Other Contributions

Effective January 1, 2017, the District will contribute up to $1,750 per year to eligible employees serving under a contract of 75% or more. A contribution of up to $1,750 per year will be prorated for those eligible employees serving under a contract of 50% up to 75% based on the percentage equivalent to the employee’s contract percentage. The employee can assign this contribution or any part of it toward dependent or employee medical/dental coverage, or other approved deductions consistent with IRS regulations.

5.2.4 Dependent Medical/Dental Coverage

Premium contributions not covered under Section 5.2.3 shall be made through authorized payroll deductions.
Dependent shall include an employee’s spouse, domestic partner, child, stepchild and the children of the domestic partner of the employee.

5.2.5 Medically Disabled Staff – Continuation of Benefits

Employees who have exhausted all paid sick leave and who are unable to return to service due to verified medical disability may continue the benefits described under section 5.2 for up to twelve (12) months under the following conditions:

A. The employee must be under a district-approved leave of absence following exhaustion of all paid sick leave;

B. If required by the District, employee must accept examination by a district-approved physician;

C. The portion of the premium paid by the District will not exceed the amount paid by the District for an active employee of the unit.

The continuation of benefits described herein is not renewable for the same condition or illness occurring within a one-year time frame.

5.3 DISTRICT JOINT BENEFITS COMMITTEE

FARSCCD shall have two (2) representatives on the Joint Benefits Committee. FARSCCD’s participation in the Committee shall not relieve the District of its obligation to immediately open negotiations as specified in Article 5.2.1.

5.4 RETIREE COVERAGE

For the purposes of this section, retirement is defined as a faculty member’s termination from full-time District employment which is concurrent with his/her retirement under STRS and/or PERS.

5.4.1 District Contributions

Retired unit employees and eligible dependents shall receive district-paid benefits in accordance with the current medical/dental plans (see Section 5.2.1) based upon the following eligibility criteria:

For employees whose first paid date of contract service is prior to May 31, 1986, who have fifteen (15) years of service, the District will pay its portion of the insurance premium for life.

For employees whose first paid date of contract service is on or after May 31, 1986, who subsequently qualify for the foregoing fifteen (15) year retiree service benefit, the District will pay its portion of the insurance premium until the retiree reaches age 70, after which such retirees may continue coverage at their own expense.
Employees retiring on or after July 1, 1975, with less than fifteen (15) but with ten (10) or more years of service to the District may participate in medical/dental benefits by paying their own premiums.

5.4.2 Range of Coverage

Eligible retirees will receive the same medical coverage as current employees until reaching age 65 at which time coverage will be provided under a supplementary policy.

5.4.3 Surviving Dependents

Surviving dependents may continue coverage at their own expense.

5.5 SOCIAL SECURITY ALTERNATIVE

Effective July 1, 1997, all part-time faculty who are not members of the State Teacher’s Retirement System (STRS) shall be enrolled in the Public Agency Retirement System (PARS) in lieu of social security. The part-time faculty member shall contribute 6.2% of his/her earnings to this plan and the District shall contribute an amount equal to 1.3% of the faculty member’s earnings to this plan. All administrative costs associated with this plan shall be paid from the 1.3% District contribution. If the administrative costs associated with this plan exceed the amount contributed by the District, the District shall pay those additional costs.
ARTICLE 6
INSTRUCTIONAL HOURS, DUTIES AND WORKLOAD

6.1 WORKLOAD

6.1.1 Work Year

A. Credit Instructors

The standard contract year is one hundred seventy-five (175) days of service designated by the Instructional Calendar (see Appendix C).

B. Coordinators, Librarians and Contract Education Instructors and Other Categories not considered Traditional Instruction Faculty

The standard contract year is one hundred seventy-five (175) days of service as designated by the instructional calendar (Appendix C) or a July 1 – June 30 calendar year as mutually agreed between employee and supervisor. Days assigned beyond the 175 days of instruction will be assigned in accordance with the defined work week for coordinators, librarians, and Contract Education instructors.

C. Non-credit Full-Time Instructors

The standard contract year for continuing education full-time instructors is one hundred seventy-five (175) days of service, as designated by the annual continuing education (CE) calendar (Appendix D).

D. College Counselors, Health Services Faculty, and Distance Education Coordinator

The standard contract year is one hundred ninety-two (192) days of service within the period beginning the last work day of July and concluding no later than the second week of the summer session for credit counselors, and no later than the first week of the summer session for non-credit counselors. All counselors assigned to the credit instructional program shall work the two weeks of registration prior to the start of classes each semester. Counselors assigned to the non-credit instructional program shall work the one week prior to the start of classes each semester. The remaining work weeks shall be based upon programmatic need.

Yearly assignment schedules for each counselor will be finalized by June 1.

E. Public Safety and Institutional Effectiveness/Assessment Coordinators

The standard contract year is two hundred twenty five (225) days of service within the calendar year, July 1 – June 30 as mutually agreed upon between the employee and the supervisor.
F. STRS Full-time Equivalent Definitions

In accordance with the requirements of Education Code Sections 22138.5 (5) and 22138.5 (6), a full time equivalent annual assignment is defined as follows:

<table>
<thead>
<tr>
<th>职</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>College Credit Instructors</td>
<td>525 hours (15 hrs. x 35 wks.)</td>
</tr>
<tr>
<td>Non-Credit (Adult Education) Instructors</td>
<td>875 hours (25 hrs. x 35 wks.)</td>
</tr>
<tr>
<td>Librarians</td>
<td>1120 hours (35 hrs. x 32 wks.)</td>
</tr>
<tr>
<td>Counselors and Health Services Faculty</td>
<td>1365 hours (35 hrs. x 39 wks.)</td>
</tr>
</tbody>
</table>

6.1.2 Scheduled Assignment

For all faculty (teaching and non-instructional) an assignment scheduled for fewer than four (4) days is subject to approval by the supervising administrator and the appropriate College President. All instructional faculty shall fulfill professional duties that include teaching, preparation, maintenance of office hours, institutional service, professional development and other duties. Instructional faculty shall not be required to schedule office hours on days in which they are not assigned a class.

6.1.3 Work Week

A. College Credit Instructors

The standard work week is to average forty (40) hours. The standard instructional work week shall consist of fifteen (15) LHE of classroom assignments, fifteen (15) hours of preparation, five (5) office hours, and five (5) hours of institutional service.

B. Non Credit Instructors

The standard work week is to average forty (40) hours. All full-time non-credit teaching faculty shall be assigned twenty-five (25) teaching hours per week. No less than five (5) of those teaching hours shall be released for program facilitation activities. Five (5) office hours shall be posted and maintained in accordance with the needs and convenience of students and the community.

C. Counselors

The standard work week for counselors shall average forty (40) hours, with thirty-five (35) hours assigned, including twenty-five (25) hours of direct student contact. The twenty-five (25) hours of student contact is defined as any counseling activity in which counseling service is provided to a student or students, including instruction, workshops, individual or group counseling. The remaining ten (10) hours can be used for official college assignments, such as coursework preparation, counseling preparation, institutional meetings, and other departmental activities (see Appendix M for instructional assignments) ratios within counselor loads.
extensive preparation courses (anthropology, geography, nursing and hard sciences) using proposed criteria. (See Appendix N.)

No contract will be issued for less than nine (9) LHE per semester. Regular college instructors employed on a partial basis shall be paid on a pro-rata rate.

Although the normal teaching load is fifteen (15) LHE per semester, faculty may have, with mutual agreement between the supervising administrator and the faculty member, more or less than fifteen (15) LHE per semester as long as thirty (30) LHE is obtained for the contract year. To qualify for a full teaching load, any faculty member with an assignment for fewer than fifteen (15) LHE during the fall semester may satisfy his or her contractual obligation by any of the following ways:

1. Carry a load in the spring semester which will, when combined with the fall load, equal thirty (30) LHE

2. Use banked LHE

3. Agree to a reduced contract.

For assignments in work experience and independent studies the load credits may be adjusted on the basis of student contact hours.

Instructors assigned to teach the following compositions courses, English 061, English 099, English 101, English 102, English 103, EMLS 109, EMLS 110, and EMLS 112, ACE 102, ACE 116, ParalLegal Assistant 246, ParalLegal Assistant 248, Spanish 213, Spanish 212, and qualifying composition courses meeting the same standard, shall receive an additional 0.5 LHE per section, paid at the part-time/beyond contract rate.

6.1.5 Teaching Load – Non-Credit Instructors

Contract instructional loads may be annualized. Overloads may be assigned another semester or quarter to offset underloads for any one semester on an hour-for-hour basis.

6.1.6 Beyond Contract

Full-time faculty with satisfactory performance will have first consideration for beyond contract, intersession, and summer school assignments within the college department of their primary assignment.

After full-time faculty in a department have been given the initial opportunity to accept or not accept such assignments, the remaining class sections will be assigned as follows:

When beyond contract, intersession or summer assignments are not available in departments of their primary assignment, full-time faculty with satisfactory performance (who have FSA’s that qualify them to teach in other departments), will
6.2 NON-CONTRACT FACULTY EMPLOYMENT PREFERENCE RIGHTS

Preference rights will be used for scheduling non-contract faculty beginning Fall 2021.

Teaching Faculty: Non-contract:
Preference Rights for non-contract teaching faculty shall be granted by the following criteria:
- Have been employed for eight (8) academic (fall or spring) semesters or more, and
- Have been assigned at least one (1) class in three (3) of the last four (4) semesters, and,
- Have received a rating of “meets expectations” in all categories in the two most recent evaluations.

Any non-contract faculty with employment preference rights shall have priority of assignment based on the priority lists established in Article 6.2.1, for one (1) class in their discipline, within the college and department in which the employment preference rights were earned. This priority of assignment shall be honored during fall and spring semesters only. This class will be assigned from those that the instructor has taught during the eight (8) academic (fall or spring) semesters or more time period and/or that the department chair and division dean mutually agree that the instructor is qualified to teach. The class assignment shall be made within the time period the non-contract faculty member has designated as preferable if appropriate classes are scheduled in that time period and are available for non-contract assignment. The non-contract faculty with employment preference rights shall be assigned a class in order of priority provided that the instructor is available to teach the class.

Non-Instructional Faculty: Non-contract
Preference Rights for non-instructional faculty shall be granted by the following criteria:
- Have been employed for eight (8) academic (fall or spring) semesters or more, and
- Have been assigned an average of at least six hours per week, which occurred in the most recent 4 semesters, and,
- Have received a rating of “meets expectations” in all categories in the two most recent evaluations.

Any non-contract faculty with employment preference rights shall have priority of assignment based on the priority lists established in Article 6.2.1, for six hours per week, within the college and department in which the employment preference rights were earned. This priority of assignment shall be honored during fall and spring semesters only. These hours will be assigned in areas from those that the faculty has worked during the eight semesters or more time period and/or that the department chair and division dean mutually agree that the faculty member is qualified to perform. The assignment shall be made within the time period the non-contract faculty member has designated as preferable if work is available during that time frame. The non-contract faculty with employment preference rights shall be assigned work hours in order of priority provided that the faculty is available to work.

Non-contract faculty who have been employed for eight (8) semesters or more, and have been assigned at least one class for at least three semesters which occurred in the most recent two (2) years, and whose two most recent evaluations indicate a rating of “meets expectations” in all categories shall be granted employment preference rights. Any non-contract faculty with employment preference rights shall have priority of assignment based...
on the priority lists established in Article 6.2.1, for one (1) class in their discipline, within the college and department in which the employment preference rights were earned. This priority of assignment shall be honored during fall and spring semesters only. This class will be assigned from those that the instructor has taught during the four (4) years or more time period and/or that the department chair and division dean mutually agree that the instructor is qualified to teach. The class assignment shall be made within the time period the non-contract faculty member has designated as preferable if appropriate classes are scheduled in that time period and are available for non-contract assignment. The non-contract faculty with employment preference rights shall be assigned a class in order of priority provided that the instructor is available to teach the class.

6.2.1 Priority Lists: Reemployment preference priority rights will be based upon all courses/work areas the instructor faculty has previously taught/worked at their college within their department discipline during the eight (8) academic semesters or more period and/or those that the department chair and division dean mutually agree that the instructor is qualified to teach/work. Divisions The District shall establish priority lists of faculty by discipline. The lists shall be ordered by initial date of hire into their college within their department discipline, then if a tie, by the number of sections previously taught/average number of hours per week at their college within their department discipline, and then if a tie, by lottery.

6.2.2 Suspension of Employment Preference Right: This employment preference right is suspended when a non-contract faculty member receives an evaluation performance rating of “does not meet expectations” in any category or has a break in service wherein the non-contract faculty member has not taught/worked in Fall or Spring semesters for four (4) semesters two (2) years or more. The employment preference right is reinstated when the non-contract faculty member receives two (2) consecutive “meets expectations” evaluations for all methods of evaluation. These evaluations will occur the next two (2) semesters that the instructor faculty actually teaches/works and will include classroom visitations and student evaluations.

6.2.3 Contingent Status of Re-employment: In all cases, non-contract faculty assignments shall be temporary in nature, contingent on enrollment and funding, and subject to program changes. No non-contract faculty member shall have reasonable assurance of continued employment at any point, irrespective of the status, length of service, or reemployment preference of that non-contract temporary faculty member.

6.3 OTHER FACULTY DUTIES – CREDIT AND NON-CREDIT

6.3.1 Council Assignments, Meetings
Participation in council or committee assignments, course development, meetings, conferences, office hours and other college/district activities is a part of the contractual responsibility.

6.3.2 Commencement

Full-time faculty members shall participate in the commencement ceremony for the college or continuing education school to which they are primarily assigned.

6.3.3 Release Time, Compensation and Stipends for Extra Service Assignments

The District shall compute, according to established criteria, the annual released time and stipend recommendations for extra service assignments. Such stipends and released time shall be subject to the approval of the Board of Trustees upon the recommendation of the Chancellor. The Association will be informed of changes in the released time allotment in a timely manner.

Additional responsibilities for faculty shall be compensated on a ratio of 1 LHE for every 36 hours of required work.

6.3.4 Large Group Instruction (LGI)

Extra pay and instructional aide (IA) hours will be allocated in accordance with the chart listed below. Sections for LGI qualification must be pre-approved. Enrollment limits will be pre-determined at the beginning of the registration period. Limit and LGI qualification changes require administrative approval.

Qualification counts for the Bonus LHE and weekly instructional aide hours are determined on the final date of late registration. Head count may be required and/or substituted for the computer count. For eight (8) week classes, instructional aide hours will be provided to LGI classes at 1.5 times the rates in the table below. Aide hours for terms of other lengths may be prorated within this framework.

<table>
<thead>
<tr>
<th>Class Size</th>
<th>LHE bonus factor per 3 LHE Class</th>
<th>IA Hours Weekly per 3 LHE class</th>
<th>Additional Weekly Office Hours per 3 LHE class</th>
</tr>
</thead>
<tbody>
<tr>
<td>60 to 69</td>
<td>0</td>
<td>5</td>
<td>0.50</td>
</tr>
<tr>
<td>70 to 79</td>
<td>0.75</td>
<td>5</td>
<td>0.50</td>
</tr>
<tr>
<td>80 to 89</td>
<td>1.50</td>
<td>7</td>
<td>1.00</td>
</tr>
<tr>
<td>90 to 99</td>
<td>2.25</td>
<td>7</td>
<td>1.00</td>
</tr>
<tr>
<td>100 to 119</td>
<td>3.00</td>
<td>9</td>
<td>1.50</td>
</tr>
<tr>
<td>120 to 139</td>
<td>3.75</td>
<td>11</td>
<td>1.50</td>
</tr>
<tr>
<td>140 to 159</td>
<td>4.50</td>
<td>13</td>
<td>2.00</td>
</tr>
<tr>
<td>160 &amp; above</td>
<td>5.25</td>
<td>15</td>
<td>2.00</td>
</tr>
</tbody>
</table>

6.3.5 Department/Chair Duties, Released Time/and Compensation

The duties and responsibilities common to all department chair assignments are presented in Appendix K-1. The released time for instructional department chair

FARSCCD Contract, Effective July 1, 2019 – June 30, 2022

32
7.1 SALARY SCHEDULES – CONTRACT YEAR

7.1.1 The parties agree to the institutional goal to maintain not less than ninth (9th) place in the relative rank of the tenth active step on Class VI. Relevant salary schedules in effect on March 1, 2022 of each year will be reviewed by March 31, 2022 of each year to determine relative rank. Basic Aid districts shall be excluded from the ranking determination. Any additional compensation required to maintain relative rank will be negotiated for the successor agreement and paid on schedule effective on the subsequent July 1 after negotiations are complete. The percentage adjustment required to maintain not less than ninth (9th) place shall be figured by determining the percent increase needed to maintain relative rank at the tenth active step on Class VI and applying that same percent to each class and step.

The parties have entered into a Memorandum of Understanding (MOU) forming a Joint Task Force on salaries the 9th Place Ranking. The MOU is incorporated herein by reference.

A. 2017/18 2019-2020 Salary: The 2018-19 interim 2016/17 faculty salary schedules will be increased by 43.546% effective the retroactive to the first day of the unit member’s respective work year for 2019-20 2017/18 as defined in Article 6.1.1- Work Year.

2020-2021 Salary: The 2021-2020 faculty salary schedules will be increased by 4% effective the first day of the unit member’s respective work year for 2020-21 as defined in Article 6.1.1 – Work Year.

2021-2022 Salary: The 2020-2021 faculty salary schedules will be increased by 4% effective the first day of the unit member’s respective work year for 2021-22 as defined in Article 6.1.1 – Work Year.

For purposes of implementing the salary increases, part-time unit members will be deemed to have the same work year as their respective full-time counterparts.

B. 2018/19 Salary: The 2017/18 faculty salary schedules will be increased by 1.894% effective the first day of the unit member’s respective work year for 2018/19 as defined in Article 6.1.1 – Work Year. For purposes of implementing the salary increases, part-time unit members will be deemed to have the same work year as their respective full-time counterparts. These schedules will be the basis for future salary negotiations and are included as Appendices E-J.

BG. The salary schedule for faculty on one hundred seventy-five (175) day contract is shown in Appendix E. The salary schedule for counselors and Health Services faculty on 192 day contracts is shown in Appendix F. The salary schedule for Public Safety and Institutional Effectiveness & Assessment Coordinators on 225 day contracts is shown in Appendix G.

7.1.2 Class Placement Requirements for Initial Placement and/or Class Changes
7.6 REPAYMENT OF OVERPAYMENT

In the event of an overpayment to a unit member, the District agrees to make every effort to work out an acceptable repayment plan with the affected employee. If the overpayment is for an amount more than $100, and the employee and District are unable to agree on a repayment plan, the District agrees not to withhold more than ten percent (10%) of the amount owed from each paycheck (excluding summer pay) until such overpayment is repaid. Any payroll error resulting in insufficient payment for a unit member shall be corrected, and a supplemental check issued, within five (5) days after discovery of the error or the unit member provides notice to the payroll department, whichever occurs first.
# Rancho Santiago Community College District

**Santa Ana College**

*Non Credit Program Department Chair Assignments are subject to negotiated salary increases.*

<table>
<thead>
<tr>
<th>Non-Instructional Department Chair Assignments</th>
<th>LHE/Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td>Library</td>
<td>3</td>
</tr>
<tr>
<td>Student Services</td>
<td>3</td>
</tr>
<tr>
<td>Counseling</td>
<td>6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Credit Program Department Chair Assignments</th>
<th>Stipend/Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Basic Education</td>
<td>$1,513</td>
</tr>
<tr>
<td>Business Skills</td>
<td>$1,513</td>
</tr>
<tr>
<td>Counseling</td>
<td>$1,600</td>
</tr>
<tr>
<td>Disabled Students Programs &amp; Services</td>
<td>$648</td>
</tr>
<tr>
<td>ESL</td>
<td>$2,594</td>
</tr>
<tr>
<td>High School Subjects</td>
<td>$1,513</td>
</tr>
</tbody>
</table>

**Santiago Canyon College**

<table>
<thead>
<tr>
<th>Non-Instructional Department Chair Assignments</th>
<th>LHE/Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disabled Students Programs &amp; Services</td>
<td>1.5</td>
</tr>
<tr>
<td>Library</td>
<td>3</td>
</tr>
<tr>
<td>Counseling</td>
<td>6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Credit Program Department Chair Assignments</th>
<th>Stipend/Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Basic Education (representative)</td>
<td>$0</td>
</tr>
<tr>
<td>Business Skills</td>
<td>$1,513</td>
</tr>
<tr>
<td>Counseling</td>
<td>$1,600</td>
</tr>
<tr>
<td>ESL</td>
<td>$2,5194</td>
</tr>
<tr>
<td>High School Subjects</td>
<td>$1,513</td>
</tr>
<tr>
<td>Older Adults</td>
<td></td>
</tr>
</tbody>
</table>
MEMORANDUM OF UNDERSTANDING (MOU)  
BETWEEN  
THE RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT (The District)  
AND  
THE FACULTY ASSOCIATION OF THE RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT (FARSCCD)  

Salary Task Force  
September 18, 2019

WHEREAS, the Parties would like to take time to review the 9th place ranking adjustment calculation and application in preparation for bargaining for a successor collective bargaining agreement (CBA);

THEREFORE, the District and FARSCCD will form a task force whose purpose is to review the 9th place ranking adjustment calculation and application and make a recommendation to the Parties' bargaining teams on this matter in preparation for bargaining for a successor CBA.

The District and FARSCCD agree to the following:

1. A joint task force (JTF) made up of a total of six individuals: three members selected by FARSCCD and three members selected by the District, co-chaired by the Chancellor and FARSCCD President, will meet to review the 9th place ranking adjustment calculation and application and make a recommendation to the Parties' bargaining teams on this matter in preparation for bargaining for a successor CBA.

2. The JTF may meet as frequently as deemed appropriate by the members, but will meet at least once per month unless otherwise determined by the JTF members. The first meeting will be held no later than the second week of February 2021.

3. The JTF's recommendation will be submitted to the Parties' bargaining teams in writing no later than June 30, 2021. This recommendation is advisory only for the purpose of informing bargaining for the successor agreement. Neither party shall be required to accept the recommendation of the JTF.

4. This MOU is in no way intended, and shall in no way be construed, to alter or restrict rights guaranteed to either party under applicable local, state or federal law, rule, policy, or agreement; nor shall this MOU be construed to establish a past practice or precedent.

For The District  

For FARSCCD
MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
THE RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT (The District)
AND
THE FACULTY ASSOCIATION OF THE RANCHO SANTIAGO COMMUNITY
COLLEGE DISTRICT (FARSCCD)

X-FACTOR WORKGROUP

September 19, 2019

The parties agree that the Department Chair LHE and X-Factors have been assigned for Fall 2019. During the Fall 2019 semester the parties will meet in a workgroup to clarify the data and formula computations and revise Appendix K-3 as needed. The product of this workgroup will be negotiated for effect beginning Spring 2020.

For The District

For FARSCCD

_________________________________________ Date  ______________________________________ Date
MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
THE RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT (The District)
AND
THE FACULTY ASSOCIATION OF THE RANCHO SANTIAGO COMMUNITY
COLLEGE DISTRICT (FARSCCD)

EVALUATION WORKGROUP

September 19, 2019

The parties agree to create a workgroup of FARSCCD, Academic Senate and the District to revise the evaluation process (Article 8) and forms related to evaluation, starting Spring 2020.

For The District

For FARSCCD

__________________________________________ Date  _________________ Date
Memorandum of Understanding
Between
The Faculty Association of the Rancho Santiago Community College District
And
The Rancho Santiago Community College District

September 16, 2019

Operational Clarifications of Article 8: Evaluation

1. When an evaluee teaches both online and in-person classes, the evaluators do not need to complete observations for classes from both modalities to comply with Article 8.

2. In the event an evaluator who has training in online education or experience in the subject matter to conduct the observation of an online class is not available:
   a. If the evaluee teaches an in-person class, that is the class that will be observed.
   b. If the evaluee does not teach an in-person class, a tenured evaluator will who has training in online education will be selected in consultation with the Academic Senate.

3. Student and colleague surveys will be conducted and scored by the District in a uniform and consistent manner. The average scores will exclude “not-applicable” and “I don’t know” answers from the denominator.

This MOU is effective immediately upon signature by the representative of each party.

______________________________  ______________________________
For the District                   For the Association