

Tentative Agreement
Between the Rio Hondo College Faculty Association (RHCFA)
and the Rio Hondo College Community College District (District)
May 16, 2014

This agreement represents settlement of the 2013-2016 collective bargaining agreement between the RHCFA and the District. The agreement will become effective upon ratification by a vote of the RHCFA membership and the Board of Trustees of the District. Each party will notify the other in writing (via written or electronic communication) within 48 hours upon action to ratify this agreement.

1. Salary

- a. The salary schedule will be increased by COLA (1.57%) retroactive to July 1, 2013.
- b. For both the 2014-2015 and 2015-2016 academic years, the salary schedule will be increased by 0.5% or 65% of funded COLA, whichever is higher.

2. Term of Contract / Reopeners

- a. Article 25 shall be amended as follows:

This Agreement shall remain in full force and effect from July 1, 2010 2013 up to midnight June 30, 2013 2016. The RHCFA and the District will negotiate salary, health benefits, and two (2) additional articles of each party's choice for the 2012-2013 calendar year by providing written notice of the additional articles by February 28, 2012.

3. Calendar

- a. The attached 2014-2015 calendar will be adopted. The District and RHCFA will mutually agree to the 2015-2016 and 2016-2017 calendars.

4. Settlement of PERB Action Relating to Sick Leave for Hourly Assignments

- a. The PERB action filed by RHCFA in 2011 (Case No. LA-CE-5671-E) relating to hourly sick leave shall be dropped.
- b. Article 8.1.2.1 shall be replaced with the following:
Unit members working a part-time assignments (less than 67%) or overload shall earn one (1) hour of personal illness and injury leave for each seventeen (17) hours of time worked. Effective July 1, 2014, this article shall also apply to hourly as needed unit members, Counselors, Librarians, and Coordinators. All full-time unit members shall earn sick leave up to a maximum annual accrual of 24 overload sick leave hours. Sick leave will not be earned for substituting or when another unit member is accruing leave for the same assignment.

5. Sick Leave Usage

- a. The District and RHCFA will form a subcommittee to develop

recommendations to revise Articles 8.1.2.5 and 8.1.2.6.

6. Contract Cleanup

- a. The fifth sentence of Article 22.2.1 relating to lifetime medical benefits will be amended to read as follows:

*For those current employees who **were** vested or partially vested **in 2005** under the prior number of required years (five) but who cannot complete the fifteen (15) years prior to reaching the age of 62, the District will make a transition exception for those who meet the minimum requirements for STRS retirement, and are no less than 62 upon retirement from the District.*

- b. Article 13 will be amended as follows:

*The District shall not discriminate against unit members with respect to wages, hours of employment, and other terms and conditions of employment as defined in Government Code 3540 et seq., or application of the provisions of this Agreement with respect to age, color, creed, residency, marital status, membership in an employee organization, national origin, physical handicap, race, gender, **gender identity, gender expression, military and veteran status**, religion, or sexual orientation (Government Code §12940 et seq).*

- c. The attached Peer Review Form will be adopted.
- d. The portion of Appendix E which lists loads for activities and coaching will be replaced with the attached document.

7. Faculty Service Areas

- a. The District and RHCFA will form a subcommittee to update contractual provisions in Article 21 and Appendix I relating to faculty service areas.

- b. Article 21.4 will be amended as follows:

~~Within ninety (90) days of ratification of this Agreement, a unit member shall be given written notice of the District's faculty service areas in which he/she may teach; thereafter, a~~ A unit member shall be given written notice of any change in the District records regarding his/her authorized faculty service areas.

8. Sabbatical Leaves

- a. Article 8.10.4.4 shall read as follows:

The District shall grant up to five (5) sabbatical leaves based upon the recommendation of the Sabbatical Review Committee. Only by a majority vote of the Sabbatical Review Committee will less than five (5) sabbaticals be granted.

9. Distance Education

- a. Article 24.7 will be added as follows:

Beginning in the Fall 2015 term, unit members must be certified to teach

online. Such certification will only be required once (unless the Rio Hondo College Distance Education Committee indicates recertification is necessary based upon changes in platform and practice). The certification will be developed by the Rio Hondo College Distance Education Committee and mutually agreed to and approved by the Academic Senate and the District.

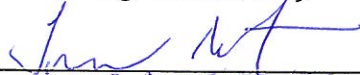
10. Project Assignments

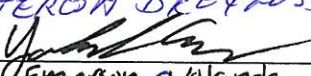
- a. Article 5.5.5.2 shall be added as follows:
District Assigned Personnel (DAP) render service to meet needs that are college-wide, not division specific. Duties for new DAP will be included in the recruitment announcement. Selection of a DAP shall be made by the District after consultation with the Association. The District shall notify the Association in writing whenever there is an addition, removal, or change to any DAP position.
- b. Appendix J shall be amended as attached.

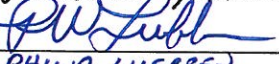
11. Student Learning Outcomes

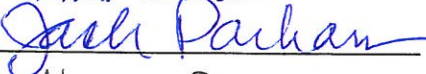
- a. Article 5.3.8 shall be replaced as follows:
Effective Fall 2014, full-time faculty shall be responsible for entering Student Learning Outcomes (SLO) assessment data, and engaging in dialogue and writing assessment reports with other faculty for one semester each academic year. Faculty evaluations may be based, in part, on whether a unit member provides assessment data. However, the results of the assessment (i.e., whether they show high or low levels) shall not be used as a basis for evaluation.

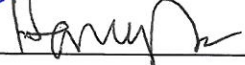
Part-time faculty can participate in the SLO process on a voluntary basis. No retribution will take place against part-time faculty who choose not to participate in the creation of SLOs and the assessment mechanisms (such as exams, assignments, etc.).



TERESA DREYFUSS


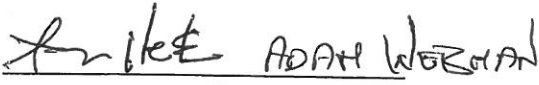
Emerson J. Planda



PHILIP LUEBBEN



Josh Parkman


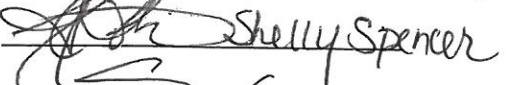
Henry Gee

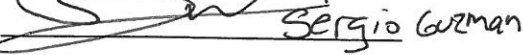
Rio Hondo Community College District



Anita Adair Workman


Kelly Prudde


Debra Clark


Shelly Spencer


Sergio Guzman

Rio Hondo College Faculty Association

Date 5/16/2014