

MOU
Fall 2020 Performance Review (Article 8)
8/10/2020

Background

With the exception of a limited number of “impossible to convert” classes, the District will move to instruction and instructional-related services, such as counseling, libraries, college nurses, and program coordinating, to an online mode during the Fall 2020 Semester, with a strong possibility of remaining online during the Spring 2021 semester due to the ongoing COVID-19 pandemic. Performance reviews in a remote environment would require assessing many faculty outside their normal teaching and work modalities. In addition, carrying out performance reviews is work-intensive, putting a strain on time and resources for faculty and administrators involved in the evaluation process. The added strain may serve to further increase the workload of faculty and administrators who are already taking on additional responsibilities as a result of COVID-19.

Intent Language

The parties want to simplify the workload of administrators and faculty, including faculty who may be scheduled for a regular performance review in the fall 2020 semester, by postponing scheduled fall evaluations, with the exception of tenure-track faculty, first semester adjunct faculty, and faculty serving in a six-month long-term temporary assignment. The parties agree that this MOU does not impact the District’s ability to conduct a special evaluation of a faculty member or a previously scheduled out-of-cycle evaluation as requested by a peer review committee.

Agreement:

1. All Schedule A and B performance reviews of tenured faculty and returning Adjunct faculty will be rescheduled for one year from their currently scheduled date.
2. District will work to operationalize and communicate new review dates to faculty.
3. Per Title V, all performance reviews for Tenure Track, new Adjunct Faculty, and faculty serving in a six-month long-term temporary assignment will remain in place for Fall 2020.
4. The parties agree to revisit the terms of this MOU before the end of the fall 2020 semester in case it becomes necessary to extend the provisions into the spring 2021 semester.

LOS RIOS COMMUNITY
COLLEGE DISTRICT



Jamey Nye, Deputy Chancellor

Jacob Knapp 8/17/20

Jake Knapp, Associate Vice Chancellor

LOS RIOS COLLEGE FEDERATION
OF TEACHERS



Belinda Lum, Chief Negotiator



Dean Murakami, President