

# Grievance Settlement Agreement

Between the Rio Hondo Community College District

And the

Rio Hondo College Faculty Association

January 19, 2012

To resolve a dispute between the Rio Hondo Community College District ("District") and the Rio Hondo College Faculty Association ("RHCFA") that alleges hours were worked beyond what is set out in our collective bargaining agreement, the District and RHCFA agree to the following compromises to resolve all issues concerning the grievance dealing with assigned classroom hours filed on February 11, 2011 and subsequent modifications.

1. The District agrees that future course assignments describing Work Load Range in 5.6.1 currently defining load as 16.41 hours per week in Appendix E and 3.3.13.2 will continue as the criterion for requirements. However, going forward, unless required by law or agreed to with RHCFA, the duration of required classroom hours won't exceed those set out in the Fall 2011 class schedule.
2. The District agrees to increase the total pool of funds set out in 4.11.1 available for part-time employee health insurance premium contributions for qualifying part-time unit members from \$20,000 to \$35,000 (retroactive to July 1, 2011).

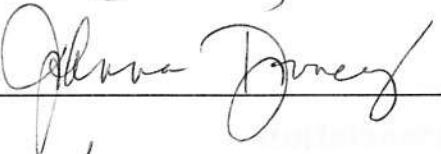
4.11.1 The District shall contribute up to a total pool of ~~\$20,000~~ \$35,000 per fiscal year for part-time employee health insurance premium contributions.

3. Article 5.12.1's requirement for the scheduled one and a half Flex days in the Fall shall be reduced to one (and appropriate appendices). For instructional faculty, a maximum of seven (7) FLEX days per year (42 hours), in lieu of instruction, of which up to five (5.0) days (30 hours) may be spent in off-campus activities that are recommended by the FLEX Committee. The remaining two and a half (2.5-0) FLEX days shall be spent on campus, ~~one and a half~~ (1.5) ~~one~~ (1) **District designed** day prior to the start of the Fall semester and one (1) prior to the Spring semester.

This agreement is subject to ratification by the Board of Trustees and the bargaining unit and will not take effect until ratified by both.


  
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For the District

For RHCFA