

TENTATIVE AGREEMENT

Between the Rio Hondo College Faculty Association (RHCFA)

and the Rio Hondo Community College District (District)

July 25, 2011

This agreement represents settlement of the 2010-2013 Collective Bargaining Agreement. This 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. Article 25 will be amended as follows:

This Agreement shall remain in full force and effect from July 1, 2010 up to midnight June 30, 2013. 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.

2. The 2011-2012 and 2012-2013 calendars (attached) will be adopted. Article 5.16 shall be added as follows:

To best serve our students and maintain academic integrity, grades will be submitted by faculty/unit members five (5) business days after the last day of the semester/term. Grade submission will occur five (5) business days after the last day of finals in the fall and spring semesters and five (5) business days after the last day of class in the intersession and summer sessions. Business days do not include Saturdays, Sundays, or holidays for the purpose of grade submission.

3. Article 15.14 shall be added as follows:

The District has established accounts to fund post-employment benefit obligations, to be calculated in a manner specified by Government Accounting Standards Board statements 43 and 45. The District shall provide account statements to the RHCFA on a quarterly basis which show account balances, deposits, and withdrawals.

4. Negotiations will continue on evaluations (including evaluation of Nursing faculty as required by the Board of Registered Nursing), electronic and other communications, and sick leave.

5. Article 5.5.5.3 shall be added to the contract as follows:

a. The current DAP and SAP positions are in Appendix J, along with the associated reassigned time as of the signing of this agreement. These positions are current as of the execution of this agreement but subject to modification as set out in 5.5.5.1 and 5.5.5.2.

6. Article 5.5.2 and 5.5.3 will be amended as follows:

5.5.2 Counselors, Librarians, and the Learning Assistance Center Coordinator employed full time (100%) shall maintain a schedule, subject to approval of the District, consisting of a minimum of thirty-two, point forty-one (32.41) desk/student contact hours and eleven point thirty-four (11.34) hours of selected tasks as enumerated in Article 5.3. If a Counselor, Librarian, or the Learning Assistance Center Coordinator is assigned a teaching assignment during the academic year, he/she will have the option to teach that class as part of his/her full-time load. Courses taught on load shall not exceed 20% except as approved by the District and agreed to by the Counselor, Librarian, or Learning Assistance Center Coordinator.

5.5.2.1 The RHCFA and the District will establish a committee, consisting of three faculty members and three administrators, jointly chaired by a representative from each party. The committee will meet regularly to evaluate the schedule of Counselors, Librarians, and the Learning Assistance Center Coordinator, including the identification of the benefits and challenges associated with the schedule. Prior to February 1, 2013, the committee will make a recommendation as to whether the schedule should be maintained to RHCFA and the District bargaining teams. The work hours of Counselors, Librarians, and the Learning Assistance Center Coordinator will revert back to the 2007-2010 contract if the District notifies the RHCFA in writing that the change will be made. Such notification must be made by March 1, 2013 and will become effective in the Fall 2013 term.

5.5.3 Coordinator, Student Health Center Coordinator, Psychologist, and other student services specialists shall maintain a schedule, subject to approval of the District, consisting of forty-three point seventy-five (43.75) hours per week. During the forty-three point seventy-five (43.75) hours per week, the Coordinator, Student Health Center Coordinator, Psychologist, and other student services specialists shall perform those tasks related to their assignments in addition to selected tasks as enumerated in Article 5.3. If a Coordinator, Student Health Center Coordinator, Psychologist, or other student services specialist is assigned a teaching assignment during the academic year, his/her forty-three point seventy-five (43.75) hour week shall be reduced by that proportion his/her teaching assignment relates to a normal teaching assignment. Non-teaching full-time faculty positions not included in this section shall be added after the position has been approved.

7. A grievance has been filed by the RHCFA relating to the number of weekly classroom hours required by faculty. The RHCFA and District agreed to suspend the timeline of the grievance on or around March 25, 2011 and establish a committee to investigate ways to resolve

the matter. The committee will continue to meet in order to seek resolution. If, at any time, one party gives written notice to the other, the matter will be decided by mediation, in a manner mutually-agreed upon by both parties. If agreement about mediation cannot be reached, the RHCFA may proceed with arbitration as specified in the Collective Bargaining Agreement by giving written notice to the District.

8. On or about March 15, 2011, the RHCFA filed a grievance on behalf of "part-time employees" alleging that they were entitled to sick leave based upon the contractual formula of one hour of sick leave for each 17 hours of service, arguing that the designation of "hourly" unit members in the Collective Bargaining Agreement was only for the purposes of compensation. The District responded that the grievance was untimely filed, that the longstanding past practice of the District was to withhold sick leave and other leaves from hourly unit members because they were not assigned a "load", but rather worked on a temporary, as needed basis. The District acknowledged that some hourly unit members had received leave but only when their time was translated into a load performed on a regular basis. Neither the District nor the RHCFA is waiving arguments, but intend to avoid the expense and complexity of arbitration or other forms of litigation by attempting to reach resolution as set out below:

- a. The District and the RHCFA agree that Article 8.1.2 of the Collective Bargaining Agreement shall apply to hourly unit members beginning July 1, 2011.
- b. The District will send a notice of settlement to all hourly unit members employed between July 1, 2008 and July 1, 2011 that provides unit members the option to have sick leave accrued during that period credited to their accounts. The notice will be mutually agreed to by the RHCFA and the District. The District shall send this notice by October 1, 2011 via first class mail. Unit members will be requested to respond by November 15, 2011.
- c. This agreement shall not be construed as waiving the rights to accrued sick leave for any unit member.

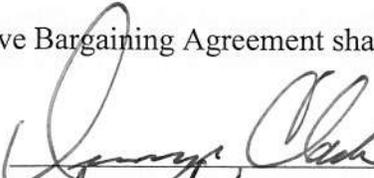
9. All references to College Nurse in the Collective Bargaining Agreement shall be changed to Student Health Center Coordinator.



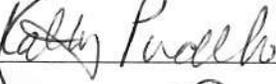


Paul Starnell 7/25/11


Jackson Parkam "
For the District



James Clark 7/25/2011


Hei Hei 7/25/2011


Kelly Powell 7/25/2011


Jane Chordley 7-25-11
For RHCFA



STUDENT INSTRUCTIONAL FLEX-CALENDAR 2011-2012

May 2011

29	30	31	
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30 – Memorial Day

June 2011

		1	2	3	4
5	6	7	8	9	10
12	13	14	15	16	17
19	20	21	22	23	24
26	27	28	29	30	

TEN-WEEK SESSION: 10-weeks

Monday, June 6 – Friday, August 12, 2011

FIRST SESSION: 5-weeks

Monday, June 6 - Friday, July 8, 2011

EVENING SESSION: 6-weeks

Monday, June 20 - Friday, July 29, 2011

LATE START SESSION: 8-weeks

Monday, June 20 - Friday, August 12, 2011
(High school students on-campus or at h.s. location)

SECOND SESSION: 5-weeks

Monday, July 11 - Friday, August 12, 2011

Days of Instruction – **SUMMER**
(June 6 – August 12, 2011)
Consult schedule of classes for specific dates.

Days of Instruction – **FALL**
(August 20 – December 10, 2011) 16 weeks

Days of Instruction – **Interession**
(January 3 – January 26, 2012) 4 weeks

Days of Instruction – **SPRING**
(January 28 – May 24, 2012) 16 weeks

Required FLEX Days
(August 18 & 19, 2011) (January 27, 2012)

Commencement – (Thu., May 24, 2012)

Weekend College

Non-Instruction Days

Holidays/Spring Break/
Winter Break

(Administrative and classified employees will work all days except holidays and specified days of vacation.)

July 2011

				1	2
3	4	5	6	7	8
10	11	12	13	14	15
17	18	19	20	21	22
24	25	26	27	28	29
31					

4 – Independence Day (Observance)

August 2011

Fall 2011 (16-Weeks)

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

20 – Fall Classes Begin

September 2011

			1	2	3
4	5	6	7	8	9
11	12	13	14	15	16
18	19	20	21	22	23
25	26	27	28	29	30

5 – Labor Day

October 2011

					1
2	3	4	5	6	7
9	10	11	12	13	14
16	17	18	19	20	21
23	24	25	26	27	28
30	31				

November 2011

		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

11 – Veterans Day

24-25 – Thanksgiving Day

26 – Weekend College Closed

December 2011

			1	2	3
4	5	6	7	8	9
11	12	13	14	15	16
18	19	20	21	22	23
25	26	27	28	29	30

5-10 – Finals week

26 – Christmas (Observance)

January 2012

Spring 2012 (16-Weeks)

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

2 – New Year's (Observance)

16 – Dr. Martin Luther King, Jr. Day

28 – Spring Classes Begin

February 2012

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

17 – Lincoln Day

20 – Washington Day

March 2012

				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

26-30 – Spring Break

31 – Weekend College Closed

April 2012

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May 2012

			1	2	3	4	5
6	7	8	9	10	11	12	13
14	15	16	17	18	19	20	21
22	23	24	25	26	27	28	29
30	31						

18-24 – Finals week

24 – Commencement

28 – Memorial Day

June 2012

					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

2011-2012 Student Instructional Calendar

Summer 2011

Start Dates

June 6, 20 and July 11

TEN-WEEK SESSION (10-weeks)

- Monday, June 6 – Friday, August 12

FIRST SESSION (5-weeks)

- Monday, June 6 – Friday, July 8

EVENING SESSION:

Evening Classes (6-weeks)

- Monday, June 20 – Friday, July 29

LATE START: Day and Evening (8-weeks)

- Monday, June 20 – Friday, August 12
(High school students on-campus or at h.s. location)

SECOND SESSION: Day Classes (5-weeks)

- Monday, July 11 – Friday, August 12

Fall 2011

Semester Dates (16-weeks)

Saturday, August 20 - Saturday, December 10

Flex Day

- Thursday, August, 18 and Friday, August 19
(Classes begin Saturday, August 20)

8-week Modules

- (Module A) Saturday, Aug. 20 – Friday, Oct. 14
- (Module B) Saturday, Oct. 15 – Saturday, Dec. 10

Finals

- Monday, December 5 – Saturday, December 10

Spring 2012

Intersession Dates (4-weeks)

Monday, January 3 – Thursday, January 26

Semester Dates (16-weeks)

Saturday, January 28 – Thursday, May 24

Flex Day

- Friday, January 27

Spring Break

- Monday, March 26 – Friday, March 30
(No weekend classes Saturday, March 31)

8-week Modules

- (Module A) Saturday, January 28
– Friday, March 23
- (Module B) Saturday, March 24 – Thursday, May 24

Finals

- Friday, May 18 – Thursday, May 24

Commencement

- Thursday, May 24



INSTRUCTIONAL FLEX • CALENDAR 2012 • 2013

May 2012

27	28	29	30	31	
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30 – Memorial Day

June 2012

					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

TEN-WEEK SESSION: 10-weeks

Monday, June 4 – Friday, August 10, 2012

FIRST SESSION: 5-weeks

Monday, June 4 - Friday, July 6, 2012

EVENING SESSION: 6-weeks

Monday, June 18 - Friday, July 27, 2012

LATE START SESSION: 8-weeks

Monday, June 18 - Friday, August 10, 2012
(high school students on-campus or at h.s. location)

SECOND SESSION: 5-weeks

Monday, July 9 - Friday, August 10, 2012

Days of Instruction – SUMMER
(June 4 – August 10, 2012)
Consult schedule of classes for specific dates.

Days of Instruction – FALL
(August 18 – December 8, 2012) 16 weeks

Days of Instruction - Intercession
(January 2 - January 24, 2013) 4 weeks

Days of Instruction – SPRING
(January 26 – May 23, 2013) 16 weeks

Required FLEX Days
(August 16 & 17, 2012) (January 25, 2013)

Commencement—(Thu., May 23, 2013)

Weekend College

Non-Instruction Days

**Holidays/Spring Break/
Winter Break**

(Administrative and classified employees will work all days except holidays and specified days of vacation.)

July 2012

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

4 – Independence Day

August 2012

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

18 – Fall Classes Begin

September 2012

						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

3 – Labor Day

October 2012

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November 2012

				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

11 – Veterans Day,
22 – Thanksgiving Day
24 – Weekend College Closed

December 2012

						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

25 – Christmas Observed

January 2013

		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

1 – New Year's Observed
21 – Martin Luther King Jr. Day
26 – Spring Classes Begin

February 2013

					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

15 – Lincoln's Day
18 – Washington's Day

March 2013

					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 2013

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

1 - 5 – Spring Break
6 – Weekend College Closed

May 2013

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

23 - Commencement
27 - Memorial Day

June 2013

						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

2012-13 Instructional Calendar

Summer 2012

Semester Dates (8-weeks)

Monday, June 11 - Friday, August 3

EIGHT-WEEK SESSION (8-weeks)

- Monday, June 11 – Friday, August 3

FIRST SESSION: Day Classes (4-weeks)

- Saturday, June 16 – Saturday, July 7

EVENING SESSION:

Evening Classes (6-weeks)

- Monday, June 25 – Friday, August 3

LATE START: Day and Evening (8-weeks)

- Monday, June 25 – Friday, August 3

(High school students on-campus or at h.s. location)

SECOND SESSION: Day Classes (4-weeks)

- Monday, July 9 – Saturday, August 4

Fall 2012

Semester Dates (16-weeks)

Saturday, August 25 - Saturday, December 15

Flex Day

- Friday, August 23 & 24

(Classes begin Saturday, August 25)

8-week Modules

- (Module A) Saturday, Aug. 25– Friday, Oct. 12
- (Module B) Saturday, Oct. 13 – Saturday, Dec. 15

Finals

- Monday, December 10– Saturday, December 15

Spring 2013

Semester Dates (16-weeks)

Saturday, January 18 – Saturday, May 11

Flex Day

- Saturday, January 18

(Classes begin Saturday, January 19)

Spring Break

- Monday, April 1 – Friday, April 5

(No weekend classes Saturday, April 6)

8-week Modules

- (Module A)
Saturday, January 18 – Friday, March 15

- (Module B)

Saturday, March 16 – Saturday May 11

Finals

- Monday, May 6 – Friday, May 10

(Monday ONLY classes – Monday, May 6)

*(Monday/Wednesday classes meeting at 9:30 am,
12:50 pm and 4:00 pm – Wednesday, May 8)*

Commencement

- Thursday, May 9