RCCD | RIVERSIDE COMMUNITY COLLEGE DISTRICT

MORENO VALLEY COLLEGE | NORCO COLLEGE | RIVERSIDE CITY COLLEGE



Faculty Association/RCCD 2026-2029 Collective Bargaining Agreement Training

September 23, 2026 | 3:00-4:00 p.m.

September 25, 2026 | 10:00-11:00 a.m.

Open Training Sessions Recorded



Negotiations Team Members

Faculty Association Team

- Jennifer Floerke, Lead Negotiator Associate Professor, Communication Studies, Moreno Valley College
- Araceli Calderon, Associate Professor, Spanish, Riverside City College
- Diana Campuzano, Associate Faculty, Art, Norco College
- Araceli Covarrubias, Associate Professor, Spanish, Norco College
- Adan Navas, Associate Professor, Mathematics, Moreno Valley College
- Mark Sellick, Professor, Political Science, Riverside City College
- Sonya Nyrop, Associate Professor, Reading, Moreno Valley College (FA Resource)

District Team

- Monica Green, Lead Negotiator President, Norco College
- Eric Bishop, President, RCC
- Tenisha James, Vice President, Planning and Development, Norco College
- Lorraine Jones, District Compliance Officer (through 02/27/26)
- Joumana McGowan, Vice President, Academic Affairs, Moreno Valley College
- Lynn Wright, Vice President, Academic Affairs, Riverside City College



Guiding Principles

- **Student-Centered Focus**
  Supporting faculty success to advance student outcomes
- **Collaborative Partnership**
  Administration and faculty united in service to the college
- **Respectful, Values-Driven Process**
  Professional, principled, and flexible in approach
- **Open and Constructive Dialogue**
  Engaging complex issues with honesty and purpose
- **Transparency and Data-Informed Decisions**
  Grounded in shared understanding and clear information
- **Sustainable Working Conditions**
  Cultivating and maintaining safe working environments
- **Trust and Accountability**
  Building strong, lasting partnerships
- **Continuous Improvement**
  Reflecting, learning, and strengthening our practices
- **Stewardship and Long-Term Perspective**
  Decisions aligned with institutional sustainability



Negotiation Scope

RCCD Faculty Association CCA/CTA/NEA Agreement with the exception of:

- *Salary*
- *Benefits*



Sunshine Notice

Board of Trustees Regular/Committee Meeting (III.D)

Meeting	October 7, 2025
Agenda Item	Other Items (III.D)
Subject	Sunshine Notice of 2021-2024 Riverside Community College District Faculty Association, CCA/CTA/NEA Agreement
College/District	District
Funding	N/A
Recommended Action	Recommend accepting the notice to agree to sunshine the 2021-2024 Riverside Community College District Faculty Association, CCA/CTA/NEA Agreement.

Background Narrative:

The Riverside Community College District (RCCD) Faculty Association CCA/CTA/NEA in communication dated September 2, 2025 to Chancellor Isaac, has provided notice to sunshine the 2021-2024 Agreement between the District and the RCCD Faculty Association CCA/CTA/NEA; and its intent to open specific items for negotiations.

At this time, it is recommended that the Board Trustees accept this notice and agree to sunshine the 2021-2024 RCCD Faculty Association, CCA/CTA/NEA Agreement by the District presenting its final proposal to open specific items for negotiation with the Association at the next regular meeting of the Board, scheduled for October 21, 2025.

Prepared By: Wolde-Ab Isaac, Chancellor
Monica Green, President, Norco College

Attachment(s):
Initial Proposal - RCCD-CTA

Board of Trustees Regular Meeting (IV.C)

Meeting	October 21, 2025
Agenda Item	Other Items (IV.C)
Subject	RCCD Sunshine Notice of 2021-2024 RCCD Faculty Association, CCA/CTA/NEA Agreement
College/District	District
Funding	N/A
Recommended Action	Recommend accepting the notice to agree to sunshine the 2021-2024 RCCD Faculty Association, CCA/CTA/NEA Agreement.

Background Narrative:

The District has received the RCCD Faculty Association's notice to sunshine the 2021-2024 Agreement between the District and Faculty Association. The District acknowledges the Association's proposal to open Articles VI, Article X, Article XI, Article XIII, Article XIV, Article XVII, Article XIX, and Appendices for bargaining and proposes to open additional Articles and Appendices for negotiation with the Association.

At this time, it is recommended that the Board approve notice of the District's sunshine proposal and interest in commencing negotiations with the Faculty Association beginning in October, 2025.

Prepared By: Wolde-Ab Isaac, Ph.D., Chancellor
Monica Green, Ed.D., President, Norco College

Attachment(s):
Sunshine Proposal of 2021-2024 RCCD FA Agreement



Sunshine Notice | FA Initial Proposal

- **Article VI: Salaries** • Review and update language to align with current practices
- **Article X: Hours of Work and Faculty Load** • Reorganization of the article. Review expectations for department chair roles, timelines, and administrative coordination. • Examine provisions related to faculty workload formulas. • Update language to reflect current practices around work hours and progressive discipline.
- **Article XI: Improvement of Instruction and Tenure Review** • Add clarifying language regarding committee responsibilities, confidentiality, and evaluation expectations. • Refine processes and timelines for improvement plans and appeals.
- **Article XIII: Leaves** • Update language to ensure compliance with current regulations and district procedures.
- **Article XIV: Safety Conditions of Employment** • Review timelines and notification procedures to ensure clarity and consistency in safety-related provisions.
- **Article XVII: Contractual and Non-Contractual Grievance Procedure** • Clarify grievance procedures, including roles of the parties involved and exceptions by mutual agreement. • Review faculty dispute resolution processes for alignment with best practices.
- **Article XIX: No Strike/No Lockout** • Revisit right to strike option.
- **Appendices:** • Reassigned Time – Update to reflect current practice. • Participatory Governance and Planning – Review compensation. • Coordinator Salary – Update to reflect current practice.



Sunshine Notice | RCCD Initial Proposal

- **Article IV: Association Rights** • Communication and reassign time.
- **Article X: Hours of Work and Faculty Load** • Discuss the following areas: hours of the work day; hours of operation; clarify teaching load; definition of hybrid classes; online teaching load exemptions; counseling faculty, library faculty, and student activity coordinators service days; reassigned time; multiple campus/site teaching assignments; mandatory training; institutional service; full time faculty preference; overload assignments; reassign time; special projects; Department chairperson selection, compensation, and duties.
- **Article XI: Improvement of Instruction and Tenure Review** • Discuss further advancing equity-minded principles in the improvement of instruction and tenure review process. • Discuss the following areas: purpose and frequency of evaluation; faculty expectations; scope and process; compliance to Title 5 EEO requirement; and clarification of continuation of contract process.
- **Article XIII: Leaves** • Discuss process clarification.
- **Article XVI: Transfers** • Discuss definitions of transfer and process.
- **Article XVII: Contractual and Non-Contractual Grievance Procedure** • Discuss clarifying grievance process language for effectiveness, compliance, and alignment with related board policy.
- **Article XVIII: Effect of Agreement** • Language cleanup & interpretations.
- **Article XX: Miscellaneous** • Child Development Center, Community Activities, Contract Education, and language cleanup.
- **Article XXII: Load Banking** • Discuss clarifying language.
- **Appendices:** • Discuss extra pay for extra-curricular activities, participatory governance and planning, and coordinator reassign time.



Areas of Agreement

- Adherence to principles of efficiency, effectiveness, accountability and transparency throughout the negotiation process.
- Correct areas of fact throughout the agreement (e.g. job titles, departments, board policy, etc.).
- Clarify and update language throughout the agreement for currency.
- Review and discuss the possible inclusion of existing MOAs and MOUs into the agreement.



Timeline

- **October 7, 2025** Board of Trustees Committee Meeting (Sunshine)
- **October 21, 2025** Board of Trustees Regular Meeting (Sunshine)
- **November 21, 2025** Negotiation Sessions Commenced (Session 1)
- **April 10, 2026** Negotiation Sessions Concluded (Session 16)
- **May 11-18, 2026** CTA Forum/Faculty Ratification Vote
- **May 11, 2026** Chancellor's Cabinet Meeting
- **June 5, 2026** CTA-RCCD Contract Virtual Town Hall
- **June 16, 2026** Board of Trustees Regular Meeting
- **July 2026 Posted:** https://rccd.edu/admin/hrer/handbooks.html



Article by Article Review

This presentation is not in lieu of thoroughly reading the collective bargaining agreement.



Article VII: *Salaries*

- Updated to include new COLA language **(pg. 14)**



Article VIII: *Fringe Benefits*

- Added Part-Time Faculty MOU dated 03/21/2024 **(pg. 17)**



Article X: *Definition of Work and Faculty Load* **(Relocated Articles X.Q./X.R./X.Z.)**

- Article Reorganized into three sections: Faculty Load, Associate Faculty, and Department Chairs
- Non-Credit Faculty Load Added **(pg. 26)**
- Compressed Workweek Removed (42.5-hour provision)
- Counseling Faculty Language Updated for clarity and flexibility **(pg. 26)**
- Service Days Converted to Hours for counseling, library, and student activities **(pg. 27)**
- WSCH Goal Removed to allow future flexibility **(pg. 29)**
- MOU Language Added (Prison Education and Cybersecurity Training) **(pg. 30)**
- Institutional Service Expectations Clarified (aligned with service plans and IOI process) **(pg. 30)**
- Overload Assignment Language Clarified **(pg. 33)**
- Grant Work Provisions Added to Reassign Time and Special Projects **(pg. 35/26)**



Article XI: *Associate Faculty*

(Originally Article X.Q./X.R.)

- New article created from the reorganization of former Article X **(pg. 37)**
- Associate faculty provisions consolidated into a single article
- MOU language added for Prison Education, Sexual Harassment, and Cybersecurity Training **(pg. 38)**
- Retiree preference modified for full-time faculty returning as associate faculty **(pg. 41)**
- Termination policies aligned with state law on reemployment preference and evaluation processes **(pg. 42)**



Article XII: *Department Chairs and Operations* **(Originally Article X.Z.)**

- New article created from the reorganization of former Article X **(pg. 44)**
- Department chair duties and operations consolidated into one article
- Department chair duties updated to reflect current practices **(pg. 48)**
- Term distinctions added for fall/spring, summer, and winter intersession responsibilities **(pg. 49)**
- Department vote process added for faculty transfer requests **(pg. 50)**



Article XIII: *Improvement of Instruction and Tenure Review*

- Article restructured to clarify evaluation purpose, expectations, frequency, and procedures **(pg. 52)**
- Evaluation components refined for Contract, Regular, and Associate Faculty **(pg. 56/62/66)**
- Evaluation criteria expanded to include online instruction and distance education standards with qualified evaluators **(pg. 52/59/65)**
- Faculty role added as active participants in their evaluation committees **(pg. 54/61)**
- Confidentiality clarified for personnel materials in the evaluation process **(pg. 55/61/66)**
- Associate faculty committee composition updated for “needs improvement” evaluations **(pg. 67)**
- Associate faculty expectations expanded to include participation in student learning outcomes assessment **(pg. 65)**



Article XV: *Leaves*

- Medical certification requirements updated to align with current law **(pg. 72)**
- Medical necessity exemption added to the "remain in California" provision **(pg. 74)**
- Bereavement leave expanded with more inclusive immediate family language **(pg. 74)**
- Personal necessity and paid military leave clarified **(pg. 76)**
- Pregnancy disability terminology updated **(pg. 78)**
- Sabbatical leave language revised for clarity and consistency **(pg. 81)**
- Terminology and formatting standardized (fiscal year, titles, cross-references)



Article XVI: *Safety Conditions of Employment*

- Collegial consultation added with the Association on District safety policies and programs **(pg. 85)**
- District responsibilities clarified for maintaining a safe work environment



Article XVIII: *Transfers*

- MOU language added clarifying faculty transfers as material changes via the intra-college assignment process **(pg. 90)**
- Job posting and transfer rights updated to clarify steps, approvals/denials, and notifications
- Exceptional circumstances provision modified for faculty transfers **(pg. 91)**



Article XIX: *Contractual and Non-Contractual Grievance Procedure*

- Shared commitment added to resolving grievances fairly, timely, and at the lowest level **(pg. 92)**
- Definitions and procedures updated to reflect current practice
- District response timelines extended with provisions for mutual extension agreement
- Faculty Dispute Resolution language removed



Article XXII: *Alternative Education Methods* **(Originally Article XX.G.-H.)**

- New article created from the reorganization of former Article XX (Miscellaneous) **(pg. 99)**
- Alternative education provisions consolidated (Community Education, Contract Education, Workforce & Economic Development)
- Language reorganized to clarify processes while preserving academic integrity
- California Education Code references included



Article XXIII: *Miscellaneous*

- Alternative education provisions removed to a separate article **(pg. 101)**
- Resignation provision removed
- Instructional materials and intellectual property protections added, including limits on artificial intelligence or machine learning use without faculty consent **(pg. 102)**
- Cross references, titles, and fiscal year language updated for consistency



Article XXV: *Load Banking*

- Article cross references updated for accuracy and consistency **(pg. 109)**
- Load banking requests prioritized through defined process
- Beneficiary clause added **(pg. 110)**



Appendices D, E, F

- Reassigned time process clarified with an established annual review timeline

  (pg. 120/121/123)

- MOUs added and updated with minor modifications

Major Changes in the 2026–2029 Contract

What faculty need to know now

2021–2024 agreement → 2026–2029 agreement

THE BIG PICTURE

The story of this agreement

From “figure it out locally” to “clear contractual guardrails.”

01	**Economic floor**	COLA becomes an ongoing contractual guarantee.
02	**Work defined**	Faculty workload, service, office hours, and annual load are clearer.
03	**Faculty authority**	Chairs, departments, evaluations, and IP get stronger boundaries.
04	**Process matters**	Associate faculty, IOI, special projects, and alternative education gain guardrails.

Structural changes: the contract grew up

Old agreement

2021–2024

23 articles



New agreement

2026–2029

26 articles

What changed structurally

- Article XI: Associate Faculty Work and Load
- Article XII: Department Chairs and Operations
- Article XXII: Alternative Education Methods

Translation: big topics that were scattered or underdeveloped now have a dedicated home.

ECONOMIC CHANGE

Salary: COLA is now the floor

Old COLA language was tied to specific contract years and state funding.

New **All state-funded COLA increases shall be applied to all bargaining-unit salary schedules.**

Plus: FA reserves the right to negotiate increases above COLA in favorable fiscal conditions.

Categorical-faculty fix

A portion of COLA supports eligible faculty positions in SEAP, Strong Workforce, Guided Pathways, and Rising Scholars that otherwise do not receive COLA.

03 SALARY

FLEX headline: COLA is embedded. It is not a recurring hostage negotiation.

Faculty work is now more explicit

The typical full-time faculty workweek averages 40 hours.

30 student contact & preparation

5 office hours

5 institutional service

- Five-day availability, with a minimum of three days on campus.
- If instructional duties fall on fewer than five days, institutional-service obligations still apply.
- Faculty generally cannot be required to work before 8:00 a.m. or after 5:00 p.m.

ANNUAL ASSIGNMENT

Annual load now clearly includes summer

Academic year sequence

Summer → **Fall** → **Winter** → **Spring**

- Faculty may complete part of annual load during summer if summer is offered.
- Faculty are not automatically required to teach winter or summer if annual load is otherwise satisfied.
- Unfulfilled load is assigned during the next term.

05 **Practical point: summer work still needs the right contractual basis. It is not magical volunteer vapor.**

ANNUAL LOAD

COURSE MODALITY

Online and hybrid rules are cleaner

Fully online contractual load remains limited to 0.6000.

What does not count toward that .6 limitation?

- Hybrid classes with at least 50% of lecture delivered face-to-face.
- Certain extensive-preparation labs where lecture/lab contact time is equal and at least 50% of total contact time is face-to-face.

Why this matters

Departments can schedule hybrid work with more confidence and fewer interpretive arguments.

06

MODALITY

Associate Faculty now have a dedicated article

This is both symbolic and practical.

- Associate faculty work/load is now Article XI, not buried inside the old workload article.
- Load: up to .6700 FTE per term and 1.34 FTE in the academic year, subject to law and exceptions.
- Required trainings: sexual harassment up to 2 hours; cybersecurity up to 1 hour.
- Reemployment preference records/applications are now centered at District Office/HR.
- Retired full-time faculty returning in good standing are addressed with CalSTRS limits.

07 **Message: more visibility, more consistency, fewer local folklore systems.**

DUE PROCESS

Associate Faculty termination now has clearer process

Temporary employment is still temporary.

But termination during an active assignment now has guardrails.

1. Incident / grounds
2. Meeting within 5 business days
3. Association representation allowed
4. Written notice if terminated
5. VP/designee review within 10 business days

08

PROCESS

Also clarified: termination is distinct from non-reappointment due to enrollment, bumping, or program changes.

CHAIR ROLE

Department Chairs: faculty first

“Department Chairs are, first and foremost, faculty members.”

- Chair is a faculty leadership role rooted in peer trust, not administrative authority.
- Chairs coordinate departmental work while remaining colleagues among equals.
- Chairs do not discipline faculty; unresolved policy issues go to the appropriate administrator.
- Administration must provide usable data and enough time to complete essential functions.

Workshop translation: chairs are not mini-deans in sensible shoes.

SHARED GOVERNANCE

Department operations: local rules need daylight

Delegated decisions	Departments vote on what responsibilities are delegated to the Chair.
Teaching assignments	Departments adopt written criteria not otherwise guaranteed by the CBA.
Major decisions	Budget, major equipment, curriculum, and program review require majority vote unless delegated.
Meetings	Monthly meetings, agenda access, three-business-day agenda notice, minutes to dean.
Shared labor	Full-time faculty share department business, including associate hiring/evaluation.

10

This section makes “that’s how we’ve always done it” less powerful than “where is it written?”

DEPARTMENTS

OFF-CONTRACT BOUNDARIES

Chair intersession duties are limited

Winter and summer Chair work is not general operations.

Allowed when essential and time-sensitive:

- urgent schedule adjustments
- immediate associate faculty hiring/onboarding
- FLEX approvals
- student complaints under established procedures
- accreditation/reporting deadlines that cannot wait
- necessary curriculum or grant/program compliance deadlines

If the Chair is unavailable, a faculty designee may step in; if no designee is available, the Dean carries the responsibility.

11

INTERSESSION

IOI and tenure review: process guardrails

- Evaluation deliberations are confidential, while faculty retain EERA rights to discuss their own employment conditions and concerns.
- A regular faculty member may object once to the assigned administrator within seven calendar days.
- Online observations are limited to one week of the course plus onboarding pages.
- Grade distribution, equitable access/success data, and retention statistics are informational only after the formal report—not part of the formal evaluation report.
- Elective/representative duties and some reassigned-time duties have limits on how they can be used evaluatively.

12

Translation: evaluation should strengthen instruction—not become a procedural junk drawer.

ASSIGNMENT PROTECTIONS

Special projects and alternative education have stronger rules

Special Projects

- Short-term assignments outside regular contractual load and duties.
- More than two consecutive semesters triggers review for possible contractual status.
- Faculty who initiate grant applications have first right of refusal for related special projects.

Alternative Education Methods

- Departments and FA receive notice; offerings must follow curriculum processes.
- Departments can address duplication of regular offerings.
- Qualified District faculty in good standing have first right of refusal.

OTHER HIGH-IMPACT CHANGES

Intellectual property and leave updates

Intellectual property

• Online course materials, LMS content, recorded lectures, digital resources, OER, and course design are faculty instructional materials.

• District may not use, reuse, reproduce, distribute, or provide them for AI/machine-learning development without prior written consent.

Leave language

• “Maternity Leave” becomes Pregnancy Disability Leave with medical-review limits tied to essential job functions and law.

• Parental/Child Bonding Leave now expressly runs with applicable CFRA/FMLA entitlements.

• Bereavement language recognizes significant familial or caregiving relationships.

14

PROTECTIONS

CLOSING FRAME

The take-away for faculty

This contract protects more than pay.

01 **Money: COLA becomes the floor.**

02 Work: annual load, service, office hours, and summer are clearer.

03 Authority: Chairs and departments have stronger faculty-centered rules.

04 Process: evaluations, associate faculty issues, projects, and alternative education have guardrails.

05 Ownership: faculty-created instructional materials are better protected.

15

Final message: when something feels fuzzy, do not rely on folklore. Follow the language.

TAKE-AWAY

APPENDIX

Quick reference: where to look

Article VII	Salaries / COLA / categorical allocation
Article X	Definition of Work and Faculty Load / special projects
Article XI	Associate Faculty Work and Load / reemployment preference
Article XII	Department Chairs and Operations
Article XIII	Improvement of Instruction and Tenure Review
Article XV	Leaves
Article XXII	Alternative Education Methods
Article XXIII	Intellectual Property / Academic Freedom / Privacy
Article XXIV	Intersessions
Article XXV	Load Banking

A1

REFERENCE

Use this slide as a parking lot for article-specific questions.