

OFFICE OF THE CHANCELLOR

MEMORANDUM OF UNDERSTANDING

BETWEEN

RIVERSIDE COMMUNITY COLLEGE DISTRICT

AND

RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION

CCA/CTA/NEA

ARTICLE XXII – Load Banking

This Memorandum of Understanding (“MOU”) is entered by and between the Riverside Community College District (“District”) and the Riverside Community College District Faculty Association (“Association”), collectively “the parties.”

A. The District and the Association agree that it is desirable to take advantage of Education Code provisions permitting “load banking” based upon the following principles:

1. Faculty may bank partial courses in individual unit increments, full-course overloads or equivalent, or a lecture or lab component of a full course.
2. No more than 0.4666 FTE of a faculty member’s annual contract load may be banked in any one (1) academic year.
3. No more than the equivalent of one (1) semester’s full-time contract load may be accumulated as banked load.
4. At any one (1) time no more than 6 percent of full-time faculty members in any given college may utilize their banked hours for a full semester reduction of load and such reduction of load may not be taken more than once every five (5) years.
5. A faculty member electing to bank hours must make an election (in writing) to do so by December 31 of the year prior to the academic year when the banking will be done. In case of a substantive teaching assignment modification or personal necessity, the faculty member will be asked to complete an exception form which could be available for IRS inspection. In the first year that a faculty member becomes eligible to bank hours the election to bank hours must be made within 30 days of the faculty member becoming eligible to bank hours.
6. Banked hours may be used by a faculty member to reduce a load during a semester, in adherence to Article X, Section I. Faculty using banked hours have been granted a reduction of load, not a leave, as defined in Article XIII, and are not excused from responsibilities enumerated in Article X, Section O. The faculty member must notify the Administration of their intent to utilize a reduction of load at the time of submission of a tentative annual teaching assignment.
7. Banked hours may be used for professional or personal reasons excluding full-time employment with another college district. A faculty member may “cash in” any portion of their load banked hours at any time. Where hours are “cashed in” instead of used for load banking, the faculty member shall be paid on the basis of the rate

of pay in effect when the hours are cashed in. In no event can hours be accumulated beyond five (5) years after they were first earned. Only banked courses assigned at the 5/8 pro-rated intersession salary rate may be cashed in at the 5/8 rate (See Article XXI.D). Should a full-time faculty member die, the total value of their accumulated banked hours shall be paid to their beneficiary(ies) in a timely manner.

The District and Association agree to the terms effective immediately.



FOR THE DISTRICT
Wolde-Ab Isaac, Chancellor
Riverside Community College District

9-06-2022

Date



FOR THE ASSOCIATION
Rhonda Taube, President
RCCDFA/CCA/CTA/NEA

9-6-22

Date