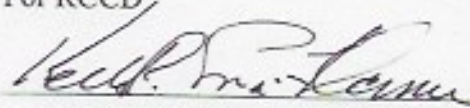


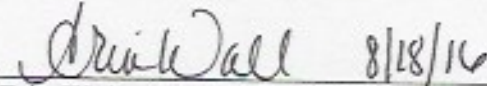
Memorandum of Understanding
Redwoods Community College District (RCCD)
College of the Redwoods Faculty Organization (CRFO)

The RCCD and CRFO agree that the following MOUs are extended until the 2016-19 RCCD/CRFO Collective Bargaining Agreement is ratified by both the RCCD Board of Trustees and the CRFO membership:

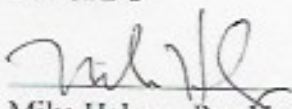
2013-16-1: Article XI: Distance Education Evaluation
 2013-16-2: "CIO or Designee" Substitution in CBA
 2013-16-3: Article X: Transfer and Reassignment
 2013-16-7: Online Teaching Requirements
 2013-16-8: Article XI: Faculty Tenure and Evaluation
 2013-16-9: Fulltime and Associate Faculty Scheduling Process
 2013-16-10: Article III: Workload Measure Non-Credit
 2013-16-14: Article V: Medical Plan "Buy-Up" Option
 2013-16-17: Article X: Administrative Employees Retreat Rights
 2013-16-20: Article V: Orthodontia Coverage

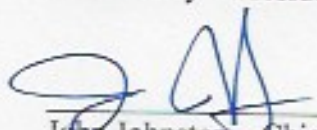
For RCCD Date

 8/18/16
 Keith Snow-Flamer – President/CEO

 8/18/16
 Erin Wall – Chief Negotiator

For CRFO Date

 8/19/2016
 Mike Haley – President

 8-19-16
 John Johnston – Chief Negotiator