


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

The District and CRFO recognize that providing educational opportunities to inmates at Pelican Bay State Prison (PBSP) supports the District's mission to provide lifelong learning opportunities in its service area. In order to support the mission and protect the interests and safety of faculty and associate faculty, the District and CRFO agree to the following:

1. Faculty and associate are not required to teach at or to visit PBSP.
 - a. Assignments at PBSP are voluntary: Refusal to accept an assignment at PBSP:
 - i. Shall not be subject to discipline;
 - ii. Shall not negatively affect consideration for tenure; and
 - iii. Shall not be counted against associate faculty seniority.
 - b. Visiting PBSP for the purpose of instructor/course evaluation is voluntary and subject to the same terms established in 1.a above.
 - i. For evaluators who travel from outside the Del Norte County area travel will be compensated in accordance with AP 7400.
2. Teaching assignments at PBSP are special assignments offered by the District to faculty and associate faculty and are not subject to the timelines and processes established in Article XV of the RCCD/CRFO 2016-2019 Collective Bargaining Agreement.
3. Faculty and associate faculty shall be compensated at the rate of \$40 per hour, for up to 40 hours of security/safety training.
4. Faculty shall be compensated according to Article 10.6 of the 2016-19 RCCD/CRFO Collective Bargaining Agreement.
5. If no faculty or associate faculty volunteer to accept an available teaching assignment at PBSP and if the District subsequently designates this assignment as "mission critical," then may offer to associate faculty as an incentive the following:
 - a. Associate faculty who travel 50 miles or more one-way from their personal residence to teach to teach a course designated as "mission critical" at Pelican Bay State Prison shall be compensated current IRS rate for mileage reimbursement calculated in accordance with IRS regulations and for the standard travel time as determined by Google maps, with \$40 per hour for such travel time.
6. Faculty and associate faculty who have not undergone security training may still visit PBSP as a visitor for the purpose of evaluating an instructor.
7. Faculty and associate faculty shall not be denied a course offering as a result of that course needing to be evaluated in the prison.
8. Faculty and associate faculty shall be compensated \$500 per course section taught at PBSP in a semester for additional time required to perform tasks related to PBSP courses, tasks which include but are not limited to gaining security clearance for individual class meetings, modifying course materials so they comply with PBSP security requirements, etc.

The District and CFRO further agree that this MOU takes effect July 1, 2018 and will expire on June 30, 2019 unless mutually agreed by the District and CRFO.

For RCCD  Date 4/30/18
Keith Snow-Flamer – President/Supintendent

Wendy Bates 4/30/18
Wendy Bates – Chief Negotiator

For CRFO  Date April 30, 2018
Mike Haley – President

 S-2-18
John Johnston – Chief Negotiator