

Memorandum of Understanding
Redwoods Community College District (District)
College of the Redwoods Faculty Organization (C.R.F.O.)

To ensure compliance with California Education Code, the District and CRFO agree that Articles 15.4.2.3 and 15.4.3.2.2 shall read as follows:


15.4.2.3 The Human Resources office shall maintain a current seniority list of associate faculty that indicates the total TLUs taught or equivalent in hourly employment in a non-teaching assignment for the District and the length of time associate faculty have served the District as associate faculty. Each division shall be provided an updated seniority list each year by January 15. Seniority list will be calculated beginning with the Fall 2007 semester.

15.4.3.2.2 Tie-breaker criteria

When there is not sufficient load available for all priority two associate faculty in a discipline, the District shall make assignments based on total TLUs taught or equivalent in hourly employment in a non-teaching assignment placement for the District as indicated on seniority list. This seniority criteria may be waived only if an eligible associate faculty member is clearly best qualified for a particular assignment based on his/her discipline expertise and/or demonstrated professional experience in the specific requirements of the assignment. In such cases, the associate faculty member(s) who did not receive the assignment shall, upon request, be provided a written explanation of the District's decision to waive the seniority criteria.

For RCCD

Date


Keith Flamer – President/Superintendent

12/5/19

For CRFO

Date


Michelle Haggerty – President

12/5/19


Wendy Bates – Chief Negotiator

12-5-19


John Johnston – Chief Negotiator

12-5-19