

2019-22-14


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

In recognition of the need to protect the health of College of the Redwoods employees and students while continuing to offer instruction and support services to students, the District and CRFO agree to the following:

1. Effective immediately, any faculty or associate faculty member who has symptoms of COVID-19/Coronavirus (e.g. fever, cough, shortness of breath or difficulty breathing, fatigue) must self-quarantine off-campus for a period beginning at the start of symptoms and continuing for at least two-weeks. Faculty and associate faculty who self-quarantine will not be charged leave of any kind. This self-quarantine provision is in effect until the District and CRFO agree to its end.
2. All instruction, including any instruction offered through DE modalities, is cancelled March 23-March 28. During this time, teaching and non-teaching faculty and associate faculty will prepare to deliver instruction and student support services remotely in the event that face-to-face instruction is suspended by the District. The District will provide training and support to assist faculty and associate faculty as they prepare for remote delivery of instruction. By Wednesday, March 25, all faculty and associate faculty will communicate by email to their administrative supervisor their plan for delivering instruction or student services remotely in the event that face-to-face instruction and students services are suspended.
3. All instruction offered at Pelican Bay State Prison will continue as normally scheduled.
4. All distance education teaching requirements as described in Article 3.16.1 of the RCCD/CRFO Collective Bargaining Agreement are suspended during spring 2020 so that faculty and associate faculty can deliver remote instruction to students.
5. Any faculty or associate faculty member undergoing performance evaluation per the terms of Article 11 of the RCCD/CRFO Collective Bargaining Agreement may choose to 1. Allow the evaluation process to continue OR 2. Cancel the evaluation and start the evaluation process over in the fall 2020 semester.
6. No faculty or associate faculty will incur pay loss because of cancelled class meetings.

For RCCD

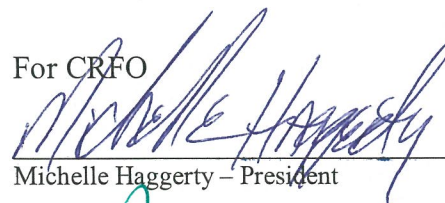
Date


Keith Flamer – President/Superintendent

3/11/20

For CRFO


Date


Michelle Haggerty – President

3/11/20


Kerry Mayer – Chief Negotiator

3-11-2020


John Johnston – Chief Negotiator

3-11-20