


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

In recognition of the urgent nature of the COVID-19 pandemic and 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. This MOU supersedes all provisions described in MOU 2019-22-14.
2. Effective March 30, 2020, face-to-face instruction is suspended district-wide and instruction will be delivered remotely for the remainder of the spring semester (this suspension of face-to-face instruction does not apply to nursing clinicals, the basic police academy, or the paramedic/EMT program). Faculty and associate faculty should determine what information is essential in order for students to successfully demonstrate the course learning outcomes and focus their instruction and assignments on this information.
3. The District will continue to provide remote training and support to assist faculty and associate faculty conducting remote instruction.
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 who believes it is impossible to deliver a course remotely must work with their immediate administrative supervisor to explore options and to determine whether or not the course should be cancelled.
6. Any faculty or associate faculty member who is hospitalized or unable to deliver remote instruction due to illness correlated to symptoms of COVID-19/Coronavirus (e.g. fever, dry cough, shortness of breath or difficulty breathing, fatigue) will not be charged leave of any kind.
7. Faculty and associate faculty are not required to complete CLO or PLO assessments for spring 2020.
8. Faculty and associate faculty are not required to engage in Course Outline of Record updates for the remainder of the spring 2020 semester.
9. Performance evaluations of faculty and associate faculty currently underway per the terms of of Article 11 of the RCCD/CRFO Collective Bargaining Agreement are canceled and will begin in fall 2020 semester.
10. This MOU expires May 15, 2020 unless otherwise agreed to by the District and CRFO.

For RCCD

Date


[Keith Flamer \(Aug 4, 2020 14:17 PDT\)](#)

Aug 4, 2020

Keith Flamer – President/Superintendent

For CRFO

Date


[Michelle Haggerty \(Aug 4, 2020 15:17 PDT\)](#)

Aug 4, 2020

Michelle Haggerty – President


[Kerry Mayer \(Aug 5, 2020 09:37 PDT\)](#)

Aug 5, 2020

Kerry Mayer – Chief Negotiator


[John Johnston \(Aug 5, 2020 09:40 PDT\)](#)

Aug 5, 2020

John Johnston – Chief Negotiator