




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

The District and CRFO agree that any faculty and associate faculty evaluation process that was suspended before completion in the spring 2020 semester may resume in the fall 2020 semester at the point it was suspended, provided both the evaluatee and the District agree to do so. A resumed evaluation will include any and all evaluation materials gathered and used during the spring 2020 semester. This includes worksite observations, student evaluations, self-evaluations, evaluation conferences, and any other materials used during the spring 2020 evaluation process. A resumed evaluation will not redo any steps of the evaluation process completed in spring 2020.

If a faculty or associate faculty member or the District does not agree to resume a suspended evaluation, then the faculty or associate faculty member will be evaluated in fall 2020 according the timelines and processes established in Article II of the Collective Bargaining Agreement.

For RCCD	Date
 <u>Keith Flamer (May 14, 2020)</u>	May 14, 2020
Keith Flamer –President/Superintendent	

 <u>Kerry Mayer (May 14, 2020)</u>	May 14, 2020
Kerry Mayer – Chief Negotiator	

For CRFO	Date
 <u>Michelle Haggerty (May 14, 2020)</u>	May 14, 2020
Michelle Haggerty – President	
 <u>John Johnston (May 14, 2020)</u>	May 14, 2020
John Johnston – Chief Negotiator	