

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

The District and CRFO agree to the following:

1. Faculty and associate faculty will be compensated as follows for preparing to teach courses in an online or correspondence modality that they are assigned to teach in a modality other than online in the summer or fall 2020 semester:  
  
\$300 per course unit associated with a course name and number (e.g. ENGL 1A, PSYCH 33) the faculty member has been assigned to teach in a modality other than online or correspondence.
2. Faculty and associate who teach the same course online in both summer 2020 session and fall 2020 semester will be paid only once for the preparation of that course.
3. Faculty and associate faculty assigned to teach multiple sections of a particular course in a modality other than online or correspondence will be compensated for preparation of only one course. For example, an instructor scheduled to teach face-to-face five sections of HIST 10 (each section is 3 units) will be compensated \$900. A instructor scheduled to teach face-to-face one section each of HIST 10, HIST 11, HIST 12, HIST 13, and HIST 14 (each course section is 3 units) will be compensated \$4500.
4. If an instructor is scheduled to teach face-to-face multiple courses with different numbers and titles at the same time and day in the same location (i.e. "stacked courses"), then that instructor will be compensated under the provisions of item 1 above to prepare for online or correspondence offering only the course for which he or she earns TLUs. Preparation of each stacked course will be compensated at \$50. For example, a single instructor is scheduled to teach face-to-face GARD 1A: Basic Gardening, GARD 1B: Intermediate Gardening, and GARD 1C: Advanced Gardening on MWF from 10am-12pm. Each course is 1 unit. The instructor's load report or semester contract indicates that the instructor is paid 3 TLUs for GARD 1A and 0 TLUs for GARD 1B and GARD 1C. Per the terms of this agreement, the instructor is paid \$300 to prepare GARD 1A for online or correspondence offering and \$100 for preparation of GARD B and C (\$50 x 2).
5. Faculty and associate faculty are not eligible for compensation under the terms of this agreement if before summer 2020 they have taught online a course they are scheduled to teach face-to-face in fall 2020.

6. Payment for online course preparation will be issued no later than the last day of the fall semester and not before September 30, 2020.
7. Faculty and associate faculty who lead the development of an online or correspondence addendum AND its submission to the Curriculum Committee will be compensated \$80 per addendum.

For RCCD

Date

  
Keith Flamer (May 14, 2020)

May 14, 2020

Keith Flamer –President/Superintendent

  
Kerry Mayer (May 14, 2020)

May 14, 2020

Kerry Mayer – Chief Negotiator

For CRFO

Date

  
Michelle Haggerty (May 14, 2020)

May 14, 2020

Michelle Haggerty – President

  
John Johnston (May 14, 2020)

May 14, 2020

John Johnston – Chief Negotiator