

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


This MOU supersedes MOU 2019-22-14 and expires on May 16, 2021, unless mutually agreed to by the District and CRFO. The District and CRFO agree to the following:

1. No faculty or associate faculty will be required to teach face-to-face in spring 2021.
2. If a faculty or associate faculty member refuses to teach a course face-to-face, then the faculty or associate faculty will convert the course for online offering and be compensated per the terms of MOU 19-22-36. If the faculty or associate faculty does not convert the course for online offering, then the faculty or associate faculty member will not be compensated for teaching the course.
3. If a faculty member refuses to teach face-to-face and the District and CRFO agree that the course is impossible to convert for online offering, then the District and CRFO will negotiate an alternative assignment. This provision does not apply to associate faculty.
4. Any faculty or associate faculty member teaching face to face or hybrid classes who develops symptoms of COVID-19/Coronavirus (e.g. fever, dry 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.
5. Any faculty or associate faculty member who is hospitalized or unable to deliver remote instruction due to documented illness associated with symptoms of COVID-19/Coronavirus (e.g. fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea) will not be charged leave of any kind.
6. Any faculty member or associate faculty who has COVID-19 symptoms (e.g. fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea) should avoid all CR sites.
7. No faculty or associate faculty will incur pay loss due to District-imposed class cancellations or because of class meetings cancelled due to instructor absences related to documented symptoms (see #2 above) of COVID-19/Coronavirus.

8. The District shall represent and indemnify all faculty and associate faculty for any claims related to COVID-19 against the faculty and associate faculty resulting from in-person instruction to the extent required by California Labor Code section 2802 and other law.

For RCCD

Date


Keith Flamer (Dec 17, 2020 12:13 PST)

Dec 17, 2020

Keith Flamer –President/Superintendent


Kerry Mayer (Dec 17, 2020 13:39 PST)

Dec 17, 2020

Kerry Mayer – Chief Negotiator

For CRFO

Date


Michelle Haggerty (Dec 17, 2020 12:40 PST)

Dec 17, 2020

Michelle Haggerty – President


John Johnston (Dec 17, 2020 13:50 PST)

Dec 17, 2020

John Johnston – Chief Negotiator