

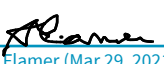



Memorandum of
Understanding Redwoods
Community College District (District)
College of the Redwoods Faculty Organization (C.R.F.O.)

The District and CRFO agree that the CIO or designee may postpone until the 2021-2022 academic year associate faculty evaluations scheduled for or in process during spring 2021 if any of the following applies:

1. There is a lack of available faculty knowledgeable in the modality of instruction to perform the evaluation.
2. There is limited faculty evaluator access to the instructional location (e.g. the Humboldt County Jail).
3. There is a lack of available faculty evaluators due to concerns about COVID-19 to perform evaluations of in-person instruction (e.g. Adult Education courses).
4. There is a lack of available faculty to perform evaluations due to increased workload demands in response to COVID-19.

Any evaluation process that was suspended before completion in the spring 2021 semester may resume in the fall 2021 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 2021 semester. This includes worksite observations, student evaluations, self-evaluations, evaluation conferences, and any other materials used during the spring 2021 evaluation process. A resumed evaluation will not redo any steps of the evaluation process completed in spring 2021.

If an associate faculty member or the District does not agree to resume a suspended evaluation, then the associate faculty member will be evaluated in either fall 2021 or spring 2022 according to the timelines and processes established in Article XI of the Collective Bargaining Agreement.

For RCCD	Date	For CRFO	Date
 <u>Keith Flamer (Mar 29, 2021 14:06 PDT)</u>	Mar 29, 2021	 <u>Michelle Haggerty (Mar 31, 2021 14:53 PDT)</u>	Mar 31, 2021
Keith Flamer – President/Superintendent		Michelle Haggerty – President	
 <u>Kerry Mayer (Mar 31, 2021 15:56 PDT)</u>	Mar 31, 2021	 <u>John Johnston (Mar 31, 2021 18:00 PDT)</u>	Mar 31, 2021
Kerry Mayer – Chief Negotiator		John Johnston – Chief Negotiator	