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

The District and the C.R.F.O. agree to the following:

- 1. The work that has historically been associated with the faculty "Articulation Officer" will be performed by college personnel employed in a management-level position;
- 2. The minimum qualifications for employment in this position will be an earned master's degree from an accredited college or university in a discipline taught at College of the Redwoods;
- 3. The District and the CRFO will review this agreement after three years to assess the effectiveness of this position.

For RCCD	Date	For CRFO	Date
Keith Flamer (Apr 1, 2021 14:04 PDT)	Apr 1, 2021	Michelle Haggerty Michelle Haggerty (Apr 1, 2021 15:11 PDT)	Apr 1, 2021
Keith Flamer – President/Superintendent		Michelle Haggerty – President	
Kerry Mayer (Apr 1, 2021 15:20 PDT)	Apr 1, 2021	John Johnston John Johnston (Apr 1, 2021 15:28 PDT)	Apr 1, 2021
Kerry Mayer – Chief Negotiator		John Johnston – Chief Negotiator	