

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. Effective August 21, 2021, all cells of Schedule A of the RCCD/CRFO Collective Bargaining Agreement will be increased by 5.07% multiplicative and 1.93% additive (based on average cell value).
2. Effective August 21, 2021, one step will be added to all columns of Schedule A. The value of the added steps will be 2% greater than the value of the previous step.
3. Effective August 21, 2021, one step will be added to all columns of Schedule B.
4. The first paragraph of Schedule B will read as follows: "Associate faculty will be placed on the bargaining unit member salary schedule and advance one Step on the schedule for each 30 teaching load units of service to a maximum of Step 11."
5. Faculty and associate faculty currently employed by RCCD will receive a COVID Support Stipend of \$500 for each of the following previous terms taught; 2020S, 2020X, 2020F, 2021S.
6. For the 2021-2022 academic year only, faculty salaries will be based on Schedule A-1. Schedule A-1 will be constructed as follows:
 - a. Copy/paste the 2020-2021 Schedule A (i.e. Schedule A without the changes described in 1 and 2 above).
 - b. Increase all cells by 5.07% multiplicative and 3.93% additive (based on average cell value).
 - c. Add one step to all columns of Schedule A. The value of the newly added steps will be 2% greater than the value of the previous step.
7. For the 2021-2022 academic year only, Schedule B will be based on the corresponding cell values of Schedule A-1.
8. Effective August 21, 2021, all faculty and associate faculty eligible to advance to the bottom step of a salary column will advance to that step.
9. Schedule A-1 will expire on June 30, 2022 and all faculty will return to their corresponding step on Schedule A.

10. In the event that a successor agreement to the 2019-2022 RCCD/CRFO Collective Bargaining Agreement is not ratified by June 30, 2022, Schedule A as described in 1 and 2 above and NOT Schedule A-1 will be in effect until a successor agreement is ratified.

For RCCD

Date

For CRFO

Date


Keith Flamer (Nov 4, 2021 10:38 PDT)

Nov 4, 2021


Michelle Haggerty (Nov 4, 2021 10:37 PDT)

Nov 4, 2021

Keith Flamer – President/Superintendent

Michelle Haggerty – President


Kerry Mayer (Nov 4, 2021 10:14 PDT)

Nov 4, 2021


John Johnston (Nov 4, 2021 09:46 PDT)

Nov 4, 2021

Kerry Mayer – Chief Negotiator

John Johnston-Chief Negotiator












Salary MOU 2019-22-64


Final Audit Report

2021-11-04

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 Agreement completed.

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