





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

The RCCD and CRFO agree that Mary Barker, Nursing Clinical Associate Faculty may teach over 67% workload for Spring 2024.

1. The parties agree that nursing clinical faculty are eligible to work greater than 67%. Section 3.3.8 of the Collective Bargaining Agreement (CBA) states nursing clinical faculty are exempt from the rule of a 67% of full-time faculty workload rule, but are instead governed by California Ed Code Section 87482 subdivision b and c. This section of the Ed Code reads as follows: a person serving as full-time clinical nursing faculty or as part-time clinical nursing faculty teaching the hours per week described in Section 87482.5 may be employed by a single community college district under this section for up to four semesters or six quarters within any period of three consecutive academic years. Section 87482.5 refers to the 67% rule.
2. It is the intention of the Nursing Department to employee Nursing Clinical Faculty at greater than 67% full-time workload Spring 2024 to cover faculty who are out on medical leave of absence and provide required release time from teach for the Director of Nursing.
3. As tracking faculty who are working over the 67% is imperative to prevent the unintended adoption of a full-time faculty, the Office of Instruction and Health Occupations will be responsible for tracking all Associate Faculty who are scheduled greater than 67%. The Director of Nursing will maintain a list of all Associate Faculty working greater than 67% each semester and forward the list to the Vice President of Instruction (VPI) and Human Resources. The Director of Nursing and VPI will review the list each semester to ensure Associate Faculty are not scheduled to teach more than 67% for more than four consecutive semesters, or two years.

The District and CRFO further agree that this MOU will expire at the end of the Spring 2024 semester unless mutually agreed by the District and CRFO.

For RCCD	Date
 Keith Flamer (Mar 7, 2024 16:12 PST)	Mar 7, 2024
Keith Flamer – President/Superintendent	
 Alia Dunphy (Mar 8, 2024 06:39 PST)	Mar 8, 2024
Alia Dunphy – Chief Negotiator RCCD	

For CRFO	Date
 Michelle Haggerty (Mar 7, 2024 16:12 PST)	Mar 7, 2024
Michelle Haggerty – President CRFO	
 Natalia Margulis (Mar 7, 2024 16:12 PST)	Mar 7, 2024
Natalia Margulis – Chief Negotiator CRFO	












2022-25-11 MOU_Mary Barker_Spring 2024

Final Audit Report

2024-03-08

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 Agreement completed.

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