

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

The RCCD and CRFO agree that Megan Uphoff will be compensated as follows for Spring 2024.

Justification for Reassignment:

Megan Uphoff began Spring 2024 as Associate Faculty. On March 18, 2024, Megan Uphoff was hired as Full Time Faculty for Nursing during Spring 2024 semester.

Initially the Associate Faculty contract was worth 8.59 TLU for 16 weeks of the semester. Megan Uphoff completed the first 8 weeks of the semester as Associate Faculty this represents  $\frac{1}{2}$  of the assignment and should be compensated proportionately.

Beginning on the 9<sup>th</sup> week of the semester, Megan Uphoff began working as full time faculty. Megan Uphoff will complete the final 8 weeks of the semester as a full time faculty. This represents  $\frac{1}{2}$  of the semester assignment and should be compensated proportionately (i.e. 8 of 16 weeks times 1 of 2 semesters times yearly salary placement.) Compensation to include benefits beginning on March 18, 2024. An additional 6.5 TLU was added to Megan's load for the semester to bring her to full-time status.

Megan Uphoff will be compensated for 4.3 TLU at the Associate Faculty rate and 10.8 TLU at the full-time faculty rate. The first evaluation will occur in first fall of employment as described by 11.1.5.1. This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.

For RCCD

Date

For CRFO

Date

  
Keith Flamer (Oct 10, 2024 15:06 PDT)

Oct 10, 2024

Keith Flamer- President/Superintendent



Oct 10, 2024

Michelle Haggerty- CRFO President

  
Alia Dunphy (Oct 10, 2024 15:14 PDT)

Oct 10, 2024

Alia Dunphy- Chief Negotiator

  
John Johnston (Oct 11, 2024 10:57 PDT)

Oct 11, 2024

John Johnston- Chief Negotiator












# 2022-25-17 MOU Nursing Uphoff, M

Final Audit Report

2024-10-11

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Agreement completed.

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