

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

The RCCD and CRFO agree that the following faculty member can exceed 18 TLUs in a single term during the 2024-2025 academic year but cannot exceed 30 TLUs in fall 2024 and spring 2025 combined.

Eli Naffah (POLSC) –

Fall 2024: 9 TLUs

Spring 2025: 21 TLUs

2024-2025 ANNUAL TOTAL: 30

This request was made following a failed attempt to recruit additional qualified faculty.


The District and CRFO further agree that this MOU will expire on June 30, 2025 unless mutually agreed by the District and CRFO.

For RCCD

Date

For CRFO


Date

  
Keith Flamer (Feb 10, 2025 14:57 PST)

Keith Flamer - President/Superintendent



Michelle Haggerty - CRFO President

  
Alia Dunphy (Feb 10, 2025 15:12 PST)

Alia Dunphy - Chief Negotiator

  
John Johnston (Feb 10, 2025 17:31 PST)

John Johnston - Chief Negotiator












# 2022-25-19 MOU Naffah, E. TLU Overage

Final Audit Report

2025-02-11


Created:	2025-02-10
By:	Kayla Hansen (kayla-hansen@redwoods.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAvvLXrNRjNDLfOOtpPia_0DsEx1qiC-ty

## "2022-25-19 MOU Naffah, E. TLU Overage" History

-  Document created by Kayla Hansen (kayla-hansen@redwoods.edu)  
2025-02-10 - 10:53:41 PM GMT- IP address: 207.62.203.2
-  Document emailed to Keith Flamer (keith-flamer@redwoods.edu) for signature  
2025-02-10 - 10:55:15 PM GMT
-  Document emailed to Alia Dunphy (alia-dunphy@redwoods.edu) for signature  
2025-02-10 - 10:55:15 PM GMT
-  Document emailed to Michelle Haggerty (michelle-haggerty@redwoods.edu) for signature  
2025-02-10 - 10:55:16 PM GMT
-  Document emailed to John Johnston (john-johnston@redwoods.edu) for signature  
2025-02-10 - 10:55:16 PM GMT
-  Email viewed by Keith Flamer (keith-flamer@redwoods.edu)  
2025-02-10 - 10:56:49 PM GMT- IP address: 75.111.15.163
-  Document e-signed by Keith Flamer (keith-flamer@redwoods.edu)  
Signature Date: 2025-02-10 - 10:57:30 PM GMT - Time Source: server- IP address: 75.111.15.163
-  Email viewed by Michelle Haggerty (michelle-haggerty@redwoods.edu)  
2025-02-10 - 11:02:10 PM GMT- IP address: 104.47.55.254
-  Document e-signed by Michelle Haggerty (michelle-haggerty@redwoods.edu)  
Signature Date: 2025-02-10 - 11:02:46 PM GMT - Time Source: server- IP address: 207.62.203.2
-  Email viewed by Alia Dunphy (alia-dunphy@redwoods.edu)  
2025-02-10 - 11:12:33 PM GMT- IP address: 104.47.59.254
-  Document e-signed by Alia Dunphy (alia-dunphy@redwoods.edu)  
Signature Date: 2025-02-10 - 11:12:48 PM GMT - Time Source: server- IP address: 207.62.203.2

 Email viewed by John Johnston (john-johnston@redwoods.edu)

2025-02-11 - 1:31:15 AM GMT- IP address: 75.111.3.154

 Document e-signed by John Johnston (john-johnston@redwoods.edu)

Signature Date: 2025-02-11 - 1:31:31 AM GMT - Time Source: server- IP address: 75.111.3.154

 Agreement completed.

2025-02-11 - 1:31:31 AM GMT