

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 2025-2026 academic year but cannot exceed 30 TLUs in fall 2025 and spring 2026 combined.

Pedro Cortes-Garcia (PE/GUID)

Fall 2025: 18.45 TLUs

Spring 2026: 11.55 TLUs

2025-2026 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, 2026 unless mutually agreed by the District and CRFO.

For RCCD

Date

For CRFO

Date


[Keith Flamer \(Sep 2, 2025 11:53:23 PDT\)](#)

Keith Flamer – President/Superintendent


[Michelle Haggerty \(Sep 2, 2025 11:39:36 PDT\)](#)

Michelle Haggerty – President CRFO


[Molly Blakemore \(Sep 2, 2025 11:12:19 PDT\)](#)

Molly Blakemore – Chief Negotiator RCCD


[John Johnston \(Sep 2, 2025 13:06:35 PDT\)](#)

John Johnston – Chief Negotiator CRFO