

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

The RCCD and CRFO agree that Erin Kielty, Nursing Clinical Associate Faculty may teach over 67% workload for Fall 2025.

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 Fall 2025 to cover Psych/Mental Health Specialty clinical rotation as no other qualified faculty are available to teach.
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 Dean of Nursing & Healthcare Pathways 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 Dean of Nursing & Healthcare Pathways and VPISD 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 Fall 2025 semester unless mutually agreed by the District and CRFO.

For RCCD

Date

For CRFO

Date


Keith Flamer (Sep 2, 2025 11:52:46 PDT)

Keith Flamer – President/Superintendent



Michelle Haggerty – President CRFO


Molly Blakemore (Sep 2, 2025 11:17:50 PDT)

Molly Blakemore – Chief Negotiator RCCD


John Johnston (Sep 2, 2025 13:05:44 PDT)

John Johnston – Chief Negotiator CRFO

2025-28-05 MOU Kielty Overload (Nursing)

Final Audit Report

2025-09-02

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 Agreement completed.

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