

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

The District and CRFO agree that for the fall 2025 semester, Article 6.2.1 shall read as follows.

- 6.2.1 Any faculty members of the Redwoods Community College District hired prior to January 1, 2008 and wishing to avail themselves of the early retirement benefits shall, by October 31, write a letter of request to the President/Superintendent. This letter shall outline the facts relative to having met the minimum requirements of the program. Faculty members hired after January 1, 2008 do not qualify for early retirement benefits.

Beginning January 1, 2026, Article 6.2.1 shall revert to its original language:

- 6.2.1 Any faculty members of the Redwoods Community College District hired prior to January 1, 2008 and wishing to avail themselves of the early retirement benefits shall, prior to October 1, write a letter of request to the President/Superintendent. This letter shall outline the facts relative to having met the minimum requirements of the program. Faculty members hired after January 1, 2008 do not qualify for early retirement benefits.

For RCCD

Date

For CRFO

Date


[Keith Flamer \(Oct 17, 2025 10:25:22 PDT\)](#) 10/17/2025
Keith Flamer – President/Superintendent


[Michelle Haggerty \(Oct 17, 2025 11:08:38 PDT\)](#) 10/17/2025
Michelle Haggerty – President


[Molly Blakemore \(Oct 17, 2025 10:29:10 PDT\)](#) 10/17/2025
Molly Blakemore – Chief Negotiator


[John Johnston \(Oct 17, 2025 10:39:26 PDT\)](#) 10/17/2025
John Johnston – Chief Negotiator

2025-28-06 MOU Intent to Retire Notice Date

Final Audit Report

2025-10-17

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 Agreement completed.

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