

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

The RCCD and CRFO agree to the following revision of Article 15 of the RCCD/
CRFO Collective Bargaining Agreement effective March 1, 2026:

- 15.4.1.1 After the fulfillment of a teaching or non-teaching assignment for **five (5)** ~~six~~ semesters out of the last 10 semesters, an associate faculty member is eligible for a one-year Associate Faculty Assignment that is equal to or greater than the number of TLUs offered the previous spring and fall semesters not to exceed 67% of a full-time faculty load in the course of any academic year (per Education Code 87482.5). Availability of load is contingent on the District meeting its obligation to full-time faculty load, funding, and availability of courses.

Time spent on leave under the terms of the Family and Medical Leave Act does not count as time an associate faculty member did not have a teaching assignment.

- 15.4.2.2 Priority Two -Associate Faculty Who Have Completed **Five (5)** ~~Six~~ out of Ten Semesters

15.4.2.2.1 Following the assignment of tenured and contract faculty regular load and the assignment of faculty at Priority One, assignments are made at Priority Two to associate faculty who have completed **five (5)** ~~six (6)~~ of the last ten (10) semesters. Assignments are contingent on the availability of classes, service hours, funding, and enrollment.


- 15.4.2.2.1 Following the assignment of tenured and contract faculty regular load and the assignment of faculty at Priority One, assignments are made at Priority Two to associate faculty who have completed **five (5)** ~~six (6)~~ of the last ten (10) semesters. Assignments are contingent on the availability of classes, service hours, funding, and enrollment.


- 15.4.2.3 Priority Three -Associate Faculty Who Have Completed Less Than **Five (5)** ~~Six~~ out of Ten Semesters and other candidates without Rehire rights.

Following the assignment of tenured and contract faculty regular load and the assignment of regular and associate faculty at Priority One and Two, assignments are made at Priority Three to associate faculty who have completed less than **five (5)** ~~six (6)~~ out of ten (10) semesters, new associate faculty hires, and regular faculty overload beyond that provided by Priority One. Assignments are contingent on the availability of classes, service hours, funding, and enrollment.

For RCCD

Date



Keith Flamer (Dec 4, 2025 15:13:04 PST)
Keith Flamer-President/Superintendent


Molly Blakemore (Dec 4, 2025 15:13:47 PST)
Molly Blakemore-Chief Negotiator

For CRFO

Date


Michelle Haggerty-President


John Johnston (Dec 4, 2025 14:43:42 PST)
John Johnston-Chief Negotiator



2025-28-10 MOU Revision Article 15, Section 4 Prioritization

Final Audit Report

2025-12-05

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