

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 4.10.7.3 of the RCCD/CRFO Collective Bargaining Agreement:

4.10.7.3 Faculty Member Benefits Conditions:


1. Income Protection Insurance:
  - a) A copy of the application for leave must be submitted and reviewed by the insurance company. Such letter is to state fully the projected activities of the leave and the location, time, purpose, and length of leave.
  - b) The individual applications will be reviewed and approved or disallowed (by the insurance company) on the following criteria:
    - 1) Is there exposure to more hazardous situations?
    - 2) Maximum duration to be one year.
    - 3) Is there provision for payroll deduction?
    - 4) Assurance that the faculty member on returning has a position waiting.
  - c) If the insurance company approves the leave (in regard to income protection insurance only), the payroll deduction shall continue as if the faculty member was employed full-time.
2. Workers Compensation: Both the Board of Trustees and the District shall be freed from any liability for the payment of any compensation or damages provided by law for the death or injury of any faculty member of the District employed in a position requiring certification qualifications when the death or injury occurs while the faculty member is on leave of absence granted under provisions of Sections 87775 to 87780, inclusive, of the Education Code.
3. Retirement: The sabbatical leave year will be counted according to the State Teachers Retirement System and **Public Employees Retirement System** regulations.

For RCCD

Date

For CRFO

Date

  
Keith Flamer (Dec 4, 2025 15:10:54 PST)

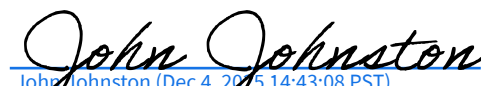
Keith Flamer-President/Superintendent

  
Molly Blakemore (Dec 4, 2025 15:12:52 PST)

Molly Blakemore-Chief Negotiator

  
Michelle Haggerty (Dec 5, 2025 08:21:42 PST)

Michelle Haggerty-President

  
John Johnston (Dec 4, 2025 14:43:08 PST)

John Johnston-Chief Negotiator











# 2025-28-11 MOU Add CalPERS to Article 4.10. 7.3

Final Audit Report

2025-12-05

Created:	2025-12-04
By:	Kayla Hansen (kayla-hansen@redwoods.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAISJWGW70D0t93mfPSFqXE844sX09uhSx

## "2025-28-11 MOU Add CalPERS to Article 4.10. 7.3" History

-  Document created by Kayla Hansen (kayla-hansen@redwoods.edu)  
2025-12-04 - 10:22:22 PM GMT- IP address: 207.62.203.2
-  Document emailed to Keith Flamer (keith-flamer@redwoods.edu) for signature  
2025-12-04 - 10:25:24 PM GMT
-  Document emailed to Molly Blakemore (molly-blakemore@redwoods.edu) for signature  
2025-12-04 - 10:25:25 PM GMT
-  Document emailed to Michelle Haggerty (michelle-haggerty@redwoods.edu) for signature  
2025-12-04 - 10:25:25 PM GMT
-  Document emailed to John Johnston (john-johnston@redwoods.edu) for signature  
2025-12-04 - 10:25:26 PM GMT
-  Email viewed by John Johnston (john-johnston@redwoods.edu)  
2025-12-04 - 10:42:48 PM GMT- IP address: 75.111.3.154
-  Document e-signed by John Johnston (john-johnston@redwoods.edu)  
Signature Date: 2025-12-04 - 10:43:08 PM GMT - Time Source: server- IP address: 75.111.3.154
-  Email viewed by Molly Blakemore (molly-blakemore@redwoods.edu)  
2025-12-04 - 11:10:14 PM GMT- IP address: 104.47.59.254
-  Email viewed by Keith Flamer (keith-flamer@redwoods.edu)  
2025-12-04 - 11:10:34 PM GMT- IP address: 207.62.203.2
-  Document e-signed by Keith Flamer (keith-flamer@redwoods.edu)  
Signature Date: 2025-12-04 - 11:10:54 PM GMT - Time Source: server- IP address: 207.62.203.2



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Signature Date: 2025-12-04 - 11:12:52 PM GMT - Time Source: server- IP address: 206.124.26.64



Email viewed by Michelle Haggerty (michelle-haggerty@redwoods.edu)

2025-12-05 - 4:21:22 PM GMT- IP address: 104.47.55.254



Document e-signed by Michelle Haggerty (michelle-haggerty@redwoods.edu)

Signature Date: 2025-12-05 - 4:21:42 PM GMT - Time Source: server- IP address: 47.210.200.139



Agreement completed.

2025-12-05 - 4:21:42 PM GMT