

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

The District and CRFO acknowledge that the Fire Academy is obligated to meet state accreditation standards and operational requirements outlined in the Instructional Service Agreement with CAL FIRE. Due to this, scheduling constraints tied to the availability of State-certified evaluators may require instruction to occur during days identified as Spring Break within the negotiated CR Academic Calendar.

The parties agree that, for the Spring 2026 Fire Academy cohort only, instructional meetings may be held on days designated as Spring Break within the District Academic Calendar, subject to the following conditions:

1. Instructional Purpose

All meetings held during Spring Break shall be instructional in nature and required components of the approved Fire Academy curriculum, including assessment, skills testing, or direct instructional activities necessary for completion of program outcomes, state accreditation requirements, or the Instructional Service Agreement with CAL FIRE.

2. Faculty Participation Must Be Voluntary

No faculty member shall be required to work during Spring Break. Faculty participation must be voluntary and documented. Refusal to accept instructional duties during Spring Break shall not result in adverse employment action, evaluation consequence, loss of seniority, or assignment preference.

3. Compensation and Load

Instructional hours held during this period will be treated as standard instructional time for purposes of load, compensation, and contractual working conditions, and will replace an equivalent amount of instructional time scheduled elsewhere in the regular academic term rather than constituting an additional week of work.

4. Advance Notice


The Academy Director will provide the supervising administrator and CRFO representatives with the proposed instructional schedule at least three (3) weeks in advance of Spring Break, including planned instructional hours and activities.

5. Student Notification

Students shall be notified in writing at the start of the term that required instructional meetings may occur during Spring Break as part of program completion. The notice will clarify that attendance during these dates is a required element of the Fire Academy.

For RCCD

Date


Keith Flamer (Dec 18, 2025 15:46:35 PST)

Keith Flamer-President/Superintendent

For CRFO

Date



Michelle Haggerty-President


Molly Blakemore (Dec 18, 2025 15:12:00 PST)

Molly Blakemore-Chief Negotiator


John Johnston (Dec 18, 2025 15:37:01 PST)

John Johnston-Chief Negotiator











2025-28-12 MOU Fire Academy Instruction During Spring Break


Final Audit Report


2025-12-19


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