

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

The RCCD and CRFO agree that Hillary Terkelsen, Nursing Clinical Associate Faculty may teach over 67% workload for Spring 2026.

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 employ Nursing Clinical Faculty at greater than 67% full-time workload Spring 2026 to cover Med/SUrg 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.

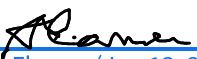
The District and CRFO further agree that this MOU will expire at the end of the Spring 2026 semester unless mutually agreed by the District and CRFO.


For RCCD


Date


For CRFO

Date


Keith Flamer (Jan 12, 2026 11:35:19 PST)
 Keith Flamer – President/Superintendent


Erik Kramer (Jan 12, 2026 12:52:24 PST)
 Erik Kramer – President CRFO


Molly Blakemore (Jan 12, 2026 10:39:11 PST)
 Molly Blakemore – Chief Negotiator


John Johnston (Jan 13, 2026 14:34:39 PST)
 John Johnston – Chief Negotiator