

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

The RCCD and CRFO agree that the following faculty member can exceed 18 TLUs in a single term during the 2025-2026 academic year, but cannot exceed 30 TLUs in fall 2025 and spring 2026 combined.

Julie Kelly (Biology) –

Fall 2025: 11.7 TLUs

Spring 2026: 18.3 TLUs

2025-26 ANNUAL TOTAL: 30.0

This request was made following a failed attempt to recruit additional qualified faculty.


The District and CRFO further agree that this MOU will expire on June 30, 2026 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