

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

Purpose

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 Summer Break within the negotiated CR Academic Calendar.

Agreement

This agreement is non-precedential, applies to the Fire Academy only, is in effect for fall 2026 only, and sunsets at the conclusion of the Fall 2026 semester.

The parties agree that, for the Fall 2026 Fire Academy cohort only, instruction will begin two (2) weeks prior to the start of the District Academic Calendar, with the Academy commencing on August 8, 2026, subject to the following conditions.

1. Instructional Purpose

All instructional meetings held prior to the start of the academic term shall be 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 prior to the official start of the academic term. Faculty participation must be voluntary and documented. Refusal to accept instructional duties during this period shall not result in adverse employment action, evaluation consequence, loss of seniority, or assignment preference.

3. Compensation and Load

Instructional hours delivered during this early start period will be treated as standard instructional time for purposes of load, compensation, and contractual working conditions. These hours will replace an equivalent amount of instructional time scheduled later in the term and shall not result in an increase in overall workload.

4. Advance Notice

The Academy Director will provide the supervising administrator and CRFO representatives with the proposed instructional schedule by at least July 20, 2026, including planned instructional hours and activities. Any proposed schedule must be approved by both CRFO and the District to take effect. The parties will meet-and-confer over any questions or issues regarding the proposed schedule. Absent mutual approval, the MOU will not take effect."

For RCCD

Date


 Keith Flamer (May 22, 2026 13:15:25 PDT)

Keith Flamer – President/Superintendent


 Molly Blakemore (May 22, 2026 12:56:48 PDT)

Molly Blakemore – Chief Negotiator

For CRFO

Date


 Erik Kramer (May 22, 2026 11:58:31 PDT)

Erik Kramer – President


 John Johnston (May 23, 2026 06:36:28 PDT)

John Johnston – Chief Negotiator











2025-28-20 MOU Fire Academy Early Start Fall 2026

Final Audit Report

2026-05-23


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