

2025-28-22

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

The District has employed Macy Thomas, an associate faculty member in Physical Education, in the additional position of part-time Manager/Assistant Athletic Director. To avoid conflicts of interest arising from this dual employment, the District and CRFO agree to the following:

1. Ms. Thomas' associate faculty employment is unaffected by her administrative appointment. She remains a member of the CRFO bargaining unit with respect to all associate faculty work, which remains covered by the parties' collective bargaining agreement, including its salary schedules and evaluation procedures.
2. Ms. Thomas' associate faculty employment, assignment rights, and rehire preference under Article 15 are independent of her administrative employment. No evaluation of, or discipline arising from, her performance as an administrator will affect her associate faculty assignment, eligibility, seniority, or standing under the collective bargaining agreement. Her associate faculty work will continue to be evaluated solely under the procedures of the collective bargaining agreement.
3. In her administrative capacity, Ms. Thomas will not (a) participate in the evaluation of any associate faculty member; (b) develop schedules of course offerings for, or assign courses or non-teaching assignments to any part-time faculty assignments; (c) make or participate in full-time faculty overload assignments under Article 15.3.1; (d) participate in any decision affecting her own faculty assignment, load, or seniority status; or (e) participate on behalf of the District in the CRFO grievance process.
4. This MOU is non-precedential, does not waive either party's rights under the collective bargaining agreement or law, and remains in effect for the duration of the dual employment unless modified by mutual written agreement.

For RCCD

Date


Keith Flamer (Aug 3, 2026 12:04:13 PDT)
Keith Flamer – President/Superintendent


Colin Trujillo – Chief Negotiator

For CRFO

Date


Michelle Haggerty – President


John Johnston (Aug 8, 2026 10:52:58 PDT)
John Johnston – Chief Negotiator

2025-28-22 MOU Macy Thomas

Final Audit Report

2026-08-08

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