

The RCCD and CRFO agree to the following revision of Article 3.11.4 of *The RCCD/CRFO Collective Bargaining Agreement*:

3.11.4 2026-27: Increase all cells of Schedule A by 2% and then **multiply by 3.59%** ~~add COLA amount as identified in the 2026-27 State Budget Act multiplicative.~~ All faculty and associate faculty continue to advance to their next step. Associate faculty parity rate is 79%.

For RCCD

Date


[Keith Flamer \(Aug 4, 2026 14:55:23 PDT\)](#)

Keith Flamer –President/Superintendent



Colin Trujillo – Chief Negotiator

For CRFO

Date



Michelle Haggerty – President


[John Johnston \(Aug 8, 2026 08:55:57 PDT\)](#)

John Johnston – Chief Negotiator

2025-28-23 CRFO CBA Article 3.11.4 Revision

Final Audit Report

2026-08-08

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