

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

The RCCD and CRFO recognize that the financial sacrifices made by all College of the Redwoods board members, administrators, managers, staff, faculty, and associate faculty from spring 2013 to present were necessary in order for the college to remain fiscally solvent and in order to free the college from accreditation sanctions.

Using an interest-based approach to problem solving, the RCCD and CRFO agree to the following:

1. A 6% salary restoration effective immediately for all full-time faculty, retroactive to July 1, 2014.
2. An 8% salary restoration effective immediately and retroactive to January 17, 2015 for all associate faculty who are under contract during spring 2015 and were not under contract during fall 2014.
3. An 8% salary restoration effective immediately and retroactive to August 23, 2014 for all associate faculty who are under contract during spring 2015 AND were also under contract during fall 2014.
4. Effective immediately, full-time faculty salary is based on schedule A-2, which reflects a 6% salary restoration. Schedule A-1 is struck from the RCCD/CRFO collective bargaining agreement. (See attachment A)
5. Effective immediately, associate faculty salary is based on schedule B, which reflects full salary restoration. Schedule B-1 is struck from the RCCD/CRFO collective bargaining agreement. (See attachment B)
6. The RCCD and CRFO will meet by August 30, 2015 to review the 2015/16 CCCCCO's advance apportionment report. If the 2015/16 CCCCCO's advance apportionment report spreadsheet indicates that state funding increased by at least the amounts listed below compared to the most recent 2014/15 apportionment report, then the percentage amount listed below will be added to full-time faculty salary restoration, retroactive to August 1, 2014.

Increased Apportionment	Full-Time Faculty Additional Pay Restoration
\$1,403,000	0.04%
\$1,507,000	0.54%
\$1,611,000	1.04%
\$1,716,000	1.54%
\$1,821,000	2.29%
\$1,926,000	2.70%

For RCCD

Kathryn D. Smith 3-25-15  
 Kathryn Smith – President Date

Ahn Fielding 3/23/15  
 Ahn Fielding – Chief Negotiator Date

For CRFO

Peter Blakemore 3-13-15  
 Peter Blakemore – President Date

John Johnston 3-22-15  
 John Johnston – Chief Negotiator Date

**SCHEDULE A-2**  
**FACULTY SALARY SCHEDULE**  
EFFECTIVE JULY 1, 2014  
(MOU 2013-16-11)

Step	CLASS			
	I BA	II MA	III MA/BA+50	IV MA/BA+70
1	44,349	47,010	49,831	52,820
2	46,123	48,890	51,824	54,933
3	47,968	50,846	53,897	57,131
4	49,887	52,880	56,053	59,416
5	51,882	54,995	58,295	61,792
6	53,957	57,195	60,627	64,264
7	56,116	59,483	63,052	66,835
8	58,360	61,862	65,574	69,508
9	60,695	64,336	68,197	72,288
10	63,123	66,910	70,924	75,180
11	65,647	69,586	73,761	78,187
12	68,273	72,370	76,712	81,315
13	71,004	75,265	79,780	84,567
14	73,844	78,275	82,972	87,950
15	76,798	81,406	86,290	91,468
16			88,016	93,297
17			89,777	95,163
18			91,572	97,066
19				99,008
20				100,988
21				103,008

Note: Faculty with an earned doctorate degree from an accredited school in the appropriate field will receive \$1,500 above his/her annual salary as developed by placement on the above schedule.

Placement for initial employment is limited to Step 5.

**SCHEDULE B**  
**SEMESTER-BASED**  
**ASSOCIATE FACULTY SALARY SCHEDULE**  
EFFECTIVE JULY 1, 2014  
(Article III, Section 3.13.2)  
(MOU 2013-16-11)

Step	CLASS				
	0 < Class I	I BA+8Yrs	II MA	III MA/BA+50	IV MA/BA+70
1	608	668	709	751	796
2	632	695	737	781	828
3	657	723	766	812	861
4	684	752	797	845	896
5	711	782	829	879	931
6		813	862	914	969
7		846	897	950	1007
8		880	932	988	1048
9		915	970	1028	1090
10		951	1009	1069	1133

Associate faculty will be placed on the bargaining unit member salary schedule and advanced one Step on the schedule for each 45 teaching load units of service to a maximum of Step 10.

Fee-based, non-FTE-generating classes and noncredit contract classes are excluded from this schedule.