

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

Because dual enrollment is not a traditional CR class delivered in the traditional course delivery format, this separate agreement has been established to address wage and working condition issues not otherwise covered in the CRFO Collective Bargaining Agreement.

For the purposes of this agreement, dual enrollment is defined as: a High School teacher teaching a CR class on the high school campus during the course of the high school day.


The RCCD and CRFO recognize that providing educational opportunities through dual enrollment supports the District's Mission to provide outstanding developmental, career technical, and transfer education in its service area. In order to support the Mission and protect the interests and safety of faculty and associate faculty, the RCCD and CRFO agree to the following:

1. The College of the Redwoods faculty shall maintain sole control over their curriculum, the instructional materials provided to any dual enrollment high school instructor in their discipline, and the process by which the student learning outcomes are assessed for each course in their discipline.
2. College of the Redwoods faculty are not required to participate in any aspect of the dual enrollment effort. CR faculty who choose to participate will be compensated for their participation. Compensation for CR faculty participation in the dual enrollment program is as follows:
 - a. Prior approval by the VPISD or designee is required prior to work commencing.
 - b. Work performed without prior approval for compensation will not be compensated.
 - c. \$40 per hour for participation in discipline-specific curriculum alignment and articulation meetings and orientations and trainings for high school dual enrollment teachers.
 - d. \$40 per hour for completion of Dual Enrollment Curriculum Form, submission of this form to the CR Curriculum Committee, and attendance at the Curriculum Committee meeting at which the Course Approval Request Form is considered for approval.
 - e. \$100 for conducting an on-site evaluation of a dual enrollment course and submitting completed evaluation to the appropriate CR administrator.

- f. \$40 per hour for participation in any coordination, assistance, and collection of student learning outcomes assessment data.
 - g. \$40 per hour for any additional work not identified above that is related to the dual enrollment program AND approved by the appropriate District administrator. Any additional work performed without prior approval for compensation from the appropriate District administrator will not be compensated.
3. High school teachers who participate in any dual enrollment program offered by RCCD are not represented by the CRFO and have no claim to the rights, benefits, or grievance processes of the RCCD/CRFO Collective Bargaining Agreement. Consequently, high school teacher who participate in any dual enrollment program offered by RCCD will not pay any dues, agency fees, or membership fees to the CRFO.
4. The District and CRFO further agree that this MOU will expire on June 30, 2018 unless mutually agreed by the District and CRFO.

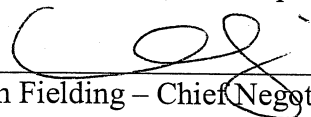
For RCCD

Date



Keith Snow-Flamer – Interim President/
Superintendent

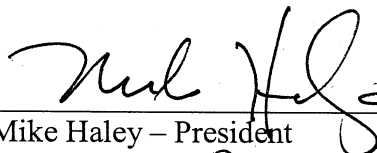
8/19/15



Ahn Fielding – Chief Negotiator

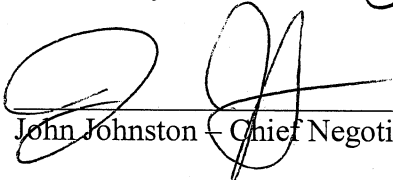
For CRFO

Date



Mike Haley – President

8/20/15



John Johnston – Chief Negotiator

8-19-15