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

The District and CRFO agree that Article 3.10.4 of the 2016-19 Collective Bargaining Agreement shall be as follows:

3.10.4 Initial salary schedule placement for an associate faculty member occurs prior to the first day of employment with the District as an associate faculty member. Documentation of education and of prior work experience that may affect initial class and step placement must be submitted to the Office of Human Resources within 30 days of signing the Initial Employment Agreement. Only work experience completed prior to the first day of employment with the district can be considered. The District shall provide notice to new faculty of this requirement. If documentation is received after the 30 days, changes to step/ class placement will take effect with next semester's contract, if issued.

For RCCD Date

Keith Snow-Flamer – President/CEO

Wendy Bates Chief Negotiator

Mike Haley – President

For CRF

John Johnston – Chief Negotiator

Date