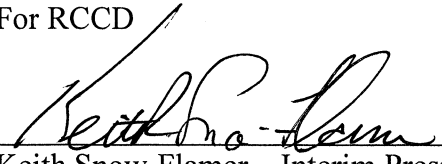


Memorandum of Understanding
Redwoods Community College District (District)
College of the Redwoods Faculty Organization (C.R.F.O.)

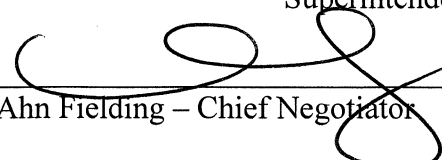
The RCCD and CRFO recognize that providing educational opportunities to inmates at Pelican Bay State Prison (PBSP) supports the District's Mission to provide lifelong learning opportunities in its service area. In order to support the Mission and protect the interests and safety of faculty and associate faculty, the RCCD and CRFO agree to the following:

1. Faculty, including associate and non-teaching faculty, are not required to teach at or visit PBSP.
 - a. Assignments at PBSP are voluntary: Refusal to accept an assignment at PBSP:
 - i. Shall not be subject to discipline;
 - ii. Shall not negatively affect consideration for tenure; and
 - iii. Shall not be counted against associate faculty seniority outlined in MOU 2013-16-08.
 - b. Visiting PBSP for the purpose of instructor/course evaluation is voluntary and subject to the same terms as a.i – a.ii above.
2. Faculty shall be compensated at the rate of \$40 per hour, for up to 40 hours of security/safety training.
3. Faculty shall be compensated for mileage travel pursuant to SARTCO agreement dated April 30, 2015.
4. Faculty who have not undergone security training may still visit PBSP as a visitor for the purpose of evaluating an instructor.
5. Faculty shall not be denied a course offering as a result of that course needing to be evaluated in the prison.
6. Faculty shall be compensated at the rate of \$40 per hour for any additional time required to perform tasks related to PBSP courses outside of the faculty obligations outlined in the Collective Bargaining Agreement.
 - 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.

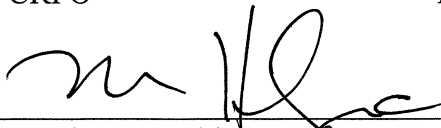
The District and CRFO further agree that this MOU will expire on June 30, 2016 unless mutually agreed by the District and CRFO.

For RCCD


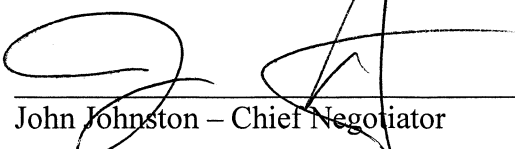
 Keith Snow-Flamer – Interim President/
 Superintendent



 Ahn Fielding – Chief Negotiator

For CRFO


 Mike Haley – President



 John Johnston – Chief Negotiator

7/22/15