

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

To assist in the assignment of Tenured Faculty into Administrative Positions, the District and CRFO agree that the language below be added to language already present in Article X Transfer and Reassignment in the current Collective Bargaining Agreement (2013-16 Contract),

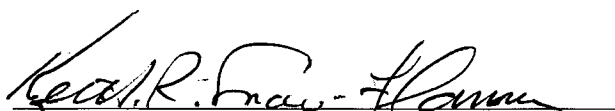
- 10.8 A tenured faculty member may be assigned to an administrative position under the following conditions:
- 10.8.1 The assignment is voluntary and a result of a recruitment for an open position for which the faculty applied and was selected in accordance with district recruitment policies.
- 10.8.2 The faculty assigned to an administrative position shall at the time of assignment become employed as an administrator and afforded all the rights and benefits of an administrator.
- 10.8.2.1 The faculty member retains tenured faculty status and retreat rights to a faculty position under relevant board policies and Education code section 87454.
- 10.8.2.2 However, shall not be a member of the faculty bargaining unit during the time of administrative service.
- 10.8.3 The faculty member's hire date for the purpose of benefit and retirement eligibility shall be the original date of employment with the district, not the date of the position change, provided there was not a non-contractual break in service between changes to or from administrator and faculty positions.
- 10.8.4 If a faculty member serving as an Administrator under the terms of this article intends to return to his/her regular faculty assignment, he/she must submit to the District by February 1 notification that he/she will not continue his/her administrative contract beyond June 30 of that year and will return to his/her regular faculty assignment effective July 1 of that year.
- 10.8.5 If the District wishes to return the faculty member to his/her regular assignment the District must notify the faculty member by February 1 that he/she will not continue his/her administrative contract beyond June 30 of that year and will return to his/her regular faculty assignment effective July 1 of that year.
- 10.8.6 This section does not apply to interim or temporary assignments.

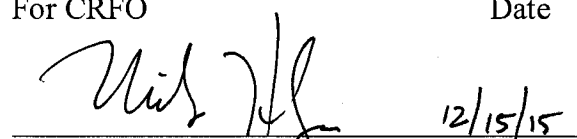
For RCCD

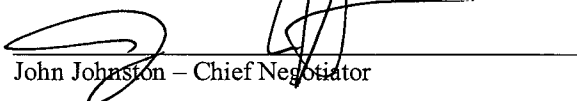
Date

For CRFO

Date


Keith Snow-Flamer – Interim President/Superintendent

 12/15/15
Mike Haley – President


John Johnston – Chief Negotiator