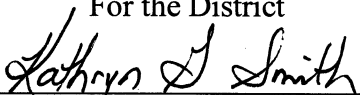
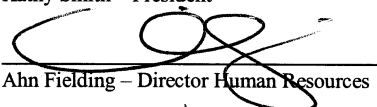


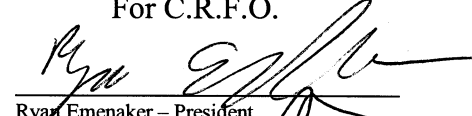
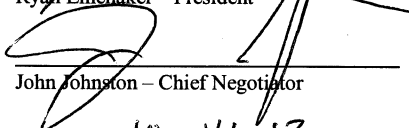
Memorandum of Understanding  
Redwoods Community College District (District)  
College of the Redwoods Faculty Organization (C.R.F.O.)

To assist in the accomplishment of administrative functions and responsibilities in the current Collective Bargaining Agreement (2013-16 Contract), the District and CRFO agree that:

1. The titles Immediate Supervisor, Immediate Administrator, Direct Supervisory Administrator, Associate Dean, Administrator, Administrators, and Executive Dean in Article XI Faculty Tenure and Evaluation, are replaced with "CIO (Chief Instructional Officer) or designee". This includes all forms associated with evaluation.
2. The sentence included in 11.1.2 "An evaluation from the Associate Dean is optional at the discretion of the FEC Chair" is deleted.

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

For the District  
  
Kathy Smith - President  
  
Ahn Fielding - Director Human Resources  
10/14/13  
Date

For C.R.F.O.  
  
Ryan Emenaker - President  
  
John Johnston - Chief Negotiator  
10-14-13  
Date