

Memorandum of Understanding

The RCCD and CRFO agree to revise Article VII of the RCCD/CRFO Collective Bargaining Agreement as follows:

7. Article VII: PRERETIREMENT REDUCTION OF WORKLOAD WITH STRS OR PERS SERVICE CREDIT

- 7.1. For faculty members requesting participation in the Pre-Retirement Reduction of Workload Program with STRS or PERS Service Credit, applications are due 120 days before the start of the school year for which a reduced load will be requested. Extensions of the application due date may be considered on an individual basis. The request for a pre-retirement reduction of workload is initiated by a faculty member and must be forwarded through the supervisor to the appropriate senior administrator for action by the Board of Trustees.
- 7.2. Eligibility Requirements:
 - 7.2.1. Age: The faculty member must have reached the age of 55 prior to the effective date of the reduction in workload (Ed Code § 87483).
 - 7.2.2. Employment Status: The faculty member must have been employed in a full-time academic position for at least ten years, of which the immediately preceding five years were full-time employment (Ed Code § 87483) without a break in service (Ed Code § 87483). Sabbaticals and other approved leaves do not constitute a break in service. Such leave, however, is not used to compute the five-years full-time service requirement prior to entering the program.
- 7.3. Additional Eligibility Requirements for CalSTRS Members
 - 7.3.1. The faculty member must be a member of the CalSTRS Defined Benefit Program.
 - 7.3.2. The faculty member's ten years of full-time service must be ten years of service creditable to the Defined Benefit Program in an academic position or a position requiring certification qualifications.
 - 7.3.3. An agreement to reduce a faculty member's workload must be in place at the beginning of the school year.
 - 7.3.4. The faculty member's eligibility for Reduced Workload with full service credit must be verified by CalSTRS administrative staff prior to the reduction taking effect.
 - 7.3.5. The period of pre-retirement workload reduction may not exceed 10 years for faculty who are members of STRS.
- 7.4. Additional Eligibility Requirements for CalPERS Members
 - 7.4.1. The faculty member must be serving in an academic teaching position, as a librarian, as a counselor, or as a Student Affairs Officer.
 - 7.4.2. The faculty member's ten years of full-time service must be ten years of service as an academic employee.
 - 7.4.3. The faculty member may not receive a salary higher than the maximum paid to a department chair.
 - 7.4.4. The faculty member's eligibility for Reduced Workload with full service credit must be verified by the retirement system administrative staff prior to the reduction taking effect.

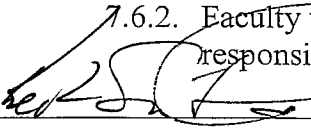
- 7.4.5. The period of pre-retirement workload reduction may not exceed five years for faculty who are members of PERS.
- 7.4.6. Faculty members covered by PERS may not participate beyond the end of the academic year during which the faculty member reaches his or her 70th birthday.

7.5. Participation Requirements:

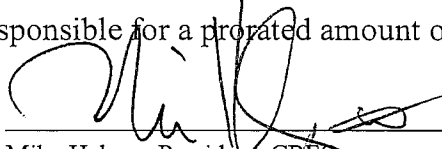
- 7.5.1. The minimum workload shall be the equivalent of at least 50 percent of service required during the last academic year served in a full-time faculty position preceding the reduction in workload.
- 7.5.2. Participation in the program must be for a full academic year. The reduction may take place over the whole academic year or may be taken all in one semester, as long as the total workload for the academic year is at least 50 percent of full-time. Faculty may elect to reduce their workload by less than 50 percent.
- 7.5.3. If the faculty member is unable to work at least 50 percent of a full-time workload due to an unanticipated leave for bereavement, long-term illness, etc., any days short of the 50% requirement must be made up during the same academic year in order to retain full participation in a reduced workload plan.
- 7.5.4. The faculty member shall be paid a salary that is the pro rata share of the salary that would have been earned had the faculty member not elected to enter the Pre-retirement Reduction of Workload Program.
- 7.5.5. The employer and faculty member shall each contribute to the retirement plan (STRS or PERS) the required monthly contribution based on the full-time compensation the faculty member would have earned if employed on a full-time basis, regardless of the schedule of the reduced workload.
- 7.5.6. During the period of participation, the faculty member is entitled to all other rights and benefits for which payments are made that would be required if employed full-time, including health benefits as provided in Section 53201 of the Government Code.
- 7.5.7. The faculty member's failure to meet any of the plan requirements in this Article may result in the loss of service credit for the retirement plan. In the event a faculty member fails to meet any of the above requirements, he or she will receive only service credit based on creditable compensation received for work actually performed, as determined under the regulations of the faculty member's retirement system, and will not receive the service credit that would have been received if employed on a full-time basis.
- 7.5.8. The option to reduce a faculty member's workload, once granted, may be revoked only with the mutual consent of the District and the faculty member.

7.6. Faculty Responsibilities:

- 7.6.1. Faculty on reduced workload under this article are responsible for attending convocation and commencement during any semesters in which they are working.
- 7.6.2. Faculty working under this article are responsible for a prorated amount of additional faculty responsibilities (see section 3.9).


Keith Snow-Flamer – President/CEO, RCCD

10/18/16
Date


Mike Haley – President, CRFO

10-21-16
Date


John Johnston – Chief Negotiator, CRFO

10-21-16
Date