

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

The District and the CRFO agree that if the Board of Trustees approves the 2021 Keenan Supplemental Early Retirement Program at its April 6, 2021 meeting, then articles 6.2.1 and 6.2.5 of the *RCCD/CRFO Collective Bargaining Agreement* shall be modified as follows:


- 6.2.1 Any faculty members of the Redwoods Community College District hired prior to January 1, 2008 and wishing to avail themselves of the early retirement benefits shall, prior to April 5, 2021 submit a complete SERP enrollment package and a letter outlining the facts relative to having met the minimum requirements of the early retirement benefit program. Faculty members hired after January 1, 2008 do not qualify for early retirement benefits.
- 6.2.5 Faculty members who are hired on or after September 1, 1994, through December 31, 2007, and who meet the eligibility requirements for the Early Retirement Program shall be entitled to District-paid medical, dental, and vision insurance coverages for a maximum period of eighty-four months (seven years). The eighty-four-month period of eligibility for this benefit may be activated at any time during an eligibility window, which begins at age fifty-five and ends on attainment of age sixty-five. In no case will the District-paid benefits continue beyond age sixty-five. This benefit must be taken over one continuous period of time.

If the Board of Trustees does not approve the 2021 Keenan Supplemental Early Retirement Program at its April 6, 2021 meeting, then the revisions to the above-named articles will not be in effect, and the language of the articles as they appear in the Collective Bargaining Agreement will be in effect.

If the Board of Trustees approves the 2021 Keenan Supplemental Early Retirement Program at its April 6, 2021 meeting, then the revisions to articles 6.2.1 and 6.2.5 indicated above will be in effect until May 31, 2021. On June 1, 2021, the revisions to above-named articles will no longer be in effect, and the language of the articles as they appear in the Collective Bargaining Agreement will be in effect.

For RCCD

Date


Keith Flamer (Mar 29, 2021 09:58 PDT)

Mar 29, 2021

Keith Flamer – President/Superintendent

For CRFO

Date


Michelle Haggerty (Mar 29, 2021 12:32 PDT)

Mar 29, 2021

Michelle Haggerty – President


Kerry Mayer (Mar 29, 2021 12:33 PDT)

Mar 29, 2021

Kerry Mayer – Chief Negotiator


John Johnston (Mar 29, 2021 12:37 PDT)

Mar 29, 2021

John Johnston – Chief Negotiator