

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

AND

THE FACULTY ASSOCIATION OF RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
(FARSCCD)

REGARDING

MARCH 15 NOTICES AND THE FARSCCD CONTRACT

October 21, 2009

- A. There will be no March 15 layoff notices in 2010 as a result of budget reductions, for full-time tenured faculty and probationary faculty with satisfactory performance, barring any major and unexpected additional reductions in state funding.
- B. On July 1, 2010, unless superseded by negotiations on the 2010/11 contract, all sections of the 2008/09 FARSCCD contract will be in force, with dates revised to apply to the then current year. This includes, but is not limited to, the following:

1. There will be no decrease in the salary schedule.
2. Step and column advancement and ranking will be reinstated.
3. For medical/dental insurance premiums, the District's maximum contribution in 2010/11 will start with the 2008/09 base amount of \$17,666 and increase by an amount not to exceed 10% of that base.
4. For sabbatical leaves, the application deadline for full-year 2010/11 and Fall 2010 leaves will be extended to February 15, 2010.
5. Banking leaves will be approved according to the contract: Banked LHE/hours may be utilized to release the faculty member from a portion of his/her contractual obligation and may be used for professional or personal reasons.

Additionally, applications for banking leave will be approved for any of the following:

- a. if the faculty member and administrator agree that the leave is necessary to make load;
- b. if the leave precedes the retirement/resignation of the faculty member prior to the start of the following academic year;
- c. if the leave is necessary due to a family hardship or medical situation.

Note: When the 2009/10 contract is settled, the above items will be included in section 4.16, along with an increase to 36 in the maximum banked LHE.

- C. As part of this memorandum, section 5.3.1 will be modified as underlined below:

For employees whose first paid date of contract service is on or after May 31, 1986, who have fifteen (15) years of service, the District will pay its portion of the insurance premium until the retiree reaches age 70. The District will modify the fifteen (15) year service requirement to ten (10) years of service for any full-time faculty member who provides notice of retirement by December 18, 2009 and retires from the District on or before June 30, 2010.

Note: In section 5.3, retirement is defined as a faculty member's termination from full-time District employment, concurrent with his/her retirement under STRS and/or PERS.