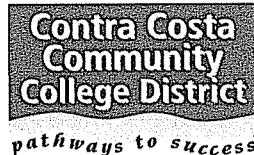


Governing Board

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Jess H. Reyes, *Vice President*
Tomi Van de Brooke, *Secretary*
Sheila A. Grilli
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Chancellor
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Los Medanos College Richard Livingston (Interim)

HUMAN RESOURCES DEPARTMENT

Associate Vice Chancellor/Chief Human Resources Officer – Eugene Huff

Memorandum of Understanding

Modification of Article 14 (Pre-retirement Reduction of Workload)

As a result of changes made by CalSTRS to the pre-retirement reduced workload program, United Faculty and the District agree to the changes as outlined below to Article 14 of the collective bargaining agreement. The intent of this MOU is only to reflect these regulatory changes in the collective bargaining agreement language, and to not modify the agreement in any other way. These changes will be incorporated into the collective bargaining agreement as soon as practicably possible after both parties have signed.

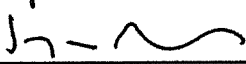
- 14.2.3 Other Requirements. The employee must have been employed full-time in the Contra Costa Community College District for at least ten (10) years of **credited service in a certificated position** of which the immediately preceding five (5) years were full-time employment.
- 14.2.8 Notification Dates. An employee requesting participation in, or revocation of, the reduced workload agreement must apply by February 15, for the following academic year ~~or by September 15 for the following spring semester.~~
- 14.2.9 Contract. Mutual consent to the conditions noted above must be reached by March 15 for the following academic year, ~~or by November 1 for the following spring semester.~~ Participation must begin at the beginning of the academic year and must be for the entire academic year.
- 14.2.10 Change of Assignment. Mutual consent for a change in work year assignment must be reached by March 15 for the following academic year, ~~or by November 1 for the following spring.~~
- 14.2.11 CalSTRS Approval. CalSTRS must receive and approve the pre-retirement reduction prior to the employee participating in the program.

For the District:


Gene Huff, Associate Vice Chancellor

3/1/11
Date

For UF:


Jeffrey Michels, President

3/1/11
Date

