

# LRCFT/LRCCD Pre-Retirement Program

## Memorandum of Understanding

Summer 2024

### Background

The Los Rios College Federation of Teachers (LRCFT) and Los Rios Community College District (District) agree to amend Article 3.7.1 of the Collective Bargaining Agreement to bring it into alignment with Education Code § 22713 which, following *United Teachers-L.A. v. Los Angeles Unified School District* (1994) 24 Cal. App. 4th 1510, allows faculty who are members of STRS to participate in a Pre-Retirement Program for up to 10 years, at the discretion of the employee.

Under Education Code § 87483(b)(6), faculty who are members of PERS are restricted to five (5) years under this program.

### Agreements

Article 3.7.1 of the contract is amended to read:

Full-time faculty approaching retirement who are members of the State Teachers' Retirement System may apply for partial employment for up to ten (10) years immediately preceding final retirement. Full-time faculty who are members of the Public Employees' Retirement System (PERS) may apply for partial employment for up to five (5) years immediately preceding final retirement. In order to participate in this program, employees must meet the following requirements:

Both parties agree to incorporate the changes into the 2026-2029 successor agreement.

Signed by:

LRCFT

Jason Newman

Jason Newman, LRCFT President

Belinda Lum

Belinda Lum, LRCFT Chief Negotiator

8/19/2024

Date

LRCCD

Mario Rodriguez

Mario Rodriguez, Executive Vice Chancellor,  
Finance & Administration

Carrie Bray

Carrie Bray, Vice Chancellor, HR

8/19/2024

Date