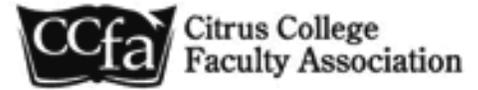


5 April 2017



To: All CCFA Unit Members
From: CCFA Negotiating Team
Re: Contract Highlights, Article 9

Fellow Faculty,

Article 9 – Reduced Teaching Load with Full Retirement Credit

This article discusses a perhaps little-known provision whereby a full-time faculty member may reduce his or her load to part time and still enjoy retirement benefits based on full-time employment. The requirements are relatively straightforward. Article 9 is fairly easy read. We're going to do this Contract Highlights piece in a slightly different format wherein we simply showcase some key points. Former CCFA President John Fincher suggested Faculty may find this format more useful.

- To participate in reduced load, the Unit Member must be at least 55 years of age when the reduced workload program starts.
- Mutual agreement is required between the District and the Unit Member. It can be neither imposed by the District nor demanded by the employee. Official BOT approval is required along with approval from the Los Angeles County Office of Education.
- The Unit Member must have been employed by the District for at least 10 years.
- The reduction in load is met with a corresponding reduction in salary. Benefits (e.g. healthcare, etc.) remain unchanged and paid fully by the District.
- The District continues to pay the same contribution to STRS as they would for a full-time faculty member.
- **The faculty member continues to pay the same STRS contribution they would as a full-time faculty member.** This is an important provision. One's salary would be reduced by the same amount their load has been reduced. ***The STRS contribution made by employee is not reduced.***
- While on this reduced-load program, the Unit-Member must work a minimum of 50% load, on average. This can be done by working full-time one semester and working not-at-all the next, or it be done any other way that results in at least a 50% average load for the full academic year.
- Load may be increased or decreased while on this program, but only by mutual agreement between the Unit-Member and the District, and not below 50%.
- This program is intended to be a precursor to retirement. Return to full-time status after participating in the reduced load program is not an intended outcome.
- Unit-Members retain tenure rights, but can only return to full-time upon mutual agreement with the District.
- An application to participate in the program must be submitted by December 1 for the following academic year.

Let us know if you like, dislike, or even prefer this format. We're going to be hitting you with the remaining articles in a fairly rapid-fire manner. As always, we recommend you read Article 9 in full.

Please join us at our regularly scheduled CCFA Representative Council meetings if you have questions or concerns or just want to learn more about what's going on in the Association. Additionally, your Negotiating Team, Dave Brown, Terry Miles, and Stephanie Yee are at your disposal.

Yours in Unity,

-CCFA Negotiating Team