

**MEMORANDUM OF UNDERSTANDING BETWEEN
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT AND
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT CONTINUING
EDUCATION FACULTY ASSOCIATION CCA/CTA/NEA**

January 7, 2026.

This Memorandum of Understanding (“MOU”) is entered into by and between the Rancho Santiago Community College District (hereinafter referred to as "District" or “RSCCD”) and the Rancho Santiago Community College District Continuing Education Faculty Association CCA/CTA/NEA (hereinafter referred to as "CEFA") (hereinafter collectively referred to as the “Parties”), and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement (“CBA”).

The purpose of this Memorandum of Understanding is to document a one-time non-precedent setting agreement between the District and CEFA regarding the temporary use of surplus health insurance reimbursement funds originally allocated for CEFA-represented employees, to supplement the Part-Time Faculty Health Insurance Reimbursement Program for faculty represented by FARSCCD for the Fall 2025 reimbursement period.

Background

The District administers separate health insurance reimbursement programs for faculty pursuant to the applicable collective bargaining agreements.

Under the CEFA Collective Bargaining Agreement, the total amount of money available for reimbursement distribution shall not exceed \$285,000 per semester. Once all eligible employees and reimbursement amounts have been determined, if the total amount exceeds \$285,000 per semester, allocation amounts are redistributed proportionately so that the total amount per semester does not exceed \$285,000.

Under the FARSCCD Collective Bargaining Agreement, the total amount of money available for reimbursement distribution shall not exceed \$215,000 per semester. If total eligible reimbursements exceed this amount, allocations are redistributed proportionately so that the total amount per semester does not exceed \$215,000.

For the Fall 2025 reimbursement cycle, the total amount of eligible reimbursements under the FARSCCD program exceeded the contractual semester maximum. During the same reimbursement cycle, the CEFA Part-Time Faculty Health Insurance Reimbursement Program resulted in a surplus of allowable funds after all eligible CEFA unit members’ reimbursements were fully processed in accordance with the CEFA Collective Bargaining Agreement.

Agreement

In consideration of the above, the District and CEFA agree as follows:

1. One-Time Allocation of Surplus Funds

CEFA agrees to allow the District to utilize the surplus funds from the CEFA Part-Time Faculty Health Insurance Reimbursement Program to supplement the FARSCCD Health Insurance Reimbursement Program for the Fall 2025 semester only.

2. No Impact to CEFA Members

This allocation shall not result in any CEFA unit member receiving a reduced

reimbursement amount. All eligible CEFA members shall receive the full reimbursement amounts to which they are entitled under the terms and parameters of the CEFA Collective Bargaining Agreement.

3. No Precedent / One-Time Exception

This MOU reflects a one-time exception applicable solely to the Fall 2025 reimbursement cycle. It shall not be construed as establishing a precedent, past practice, or ongoing obligation, nor shall it modify or amend any provision of the CEFA or FARSCCD Collective Bargaining Agreements.

4. No Other Changes

Except as expressly stated in this MOU, all terms and conditions of the CEFA Collective Bargaining Agreement shall remain in full force and effect.

This MOU shall be effective upon execution by both parties and shall expire upon completion of the Fall 2025 Part-Time Faculty Health Insurance Reimbursement Program.

For the District:


Kristin Olson (Jan 8, 2026 09:00:37 PST)

Kristin Olson
Vice Chancellor, Human Resources

Jan 8, 2026

Date

For CEFA:



Evelyn Elmore
President CEFA

Jan 8, 2026

Date









CEFA MOU PT Health Reimbursement Reallocation of Funds Jan 2026

Final Audit Report

2026-01-08

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"CEFA MOU PT Health Reimbursement Reallocation of Funds Jan 2026" History

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