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**TENTATIVE AGREEMENT
BETWEEN THE EL CAMINO COMMUNITY COLLEGE DISTRICT
AND THE EL CAMINO COLLEGE FEDERATION OF TEACHERS,
LOCAL 1388, AFT, AFL~CIO
March 21, 2025**

This Tentative Agreement between the El Camino Community College District and the El Camino College Federation Of Teachers, Local 1388, AFT, AFL~CIO ("Federation"), is made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 18
PRE-RETIREMENT PROGRAM**

Section 18.1. Purpose And Implementation

In accordance with State law, the District has established and will continue to implement a pre-retirement program so long as such a program is authorized by law. This program allows eligible Full-Time Faculty Members ~~approaching retirement~~ to ~~select participate in~~ a reduced work load program as set forth in this Article ~~beginning at the start of the academic year for 10-month faculty and fiscal year for 12-month faculty.~~

18.2 CalSTRS Participants:

18.2.1 Faculty members participating in CalSTRS may reduce their workloads up to 50% from full-time to part-time (faculty must maintain a workload of at least 50% while still maintaining other contractual obligations) if they meet the following criteria:

- **Be 55 or older prior to the start of the first academic year in which the workload is reduced.**
- **Have completed at least ten (10) years of prior credited service under the STRS Defined Benefits program with the District.**
- **Have been employed in a full-time faculty position to perform creditable service under the STRS Defined Benefits program continuously, including sabbaticals and other approved leaves of absence, for each of the five (5) academic years immediately preceding the first year in which the member's workload is reduced, without a break in service.**

Reassigned/release time may be used to satisfy part, or all, of the workload requirement.

All other duties (committee work, flex days, etc.) shall be commensurate with the percentage of the load the unit member is taking during that academic year.

51 18.2.2 Faculty shall receive the retirement service credit they would have
52 received if they were employed on a full-time basis (100% load). Their
53 retirement allowance, as well as any other benefits they are entitled to
54 under the State Teachers Retirement System (STRS), shall be based
55 upon the salary they would have received if employed on a full-time
56 basis. In addition, the faculty member will continue to receive the same
57 health benefits as a full-time employee and pro-rated benefits and
58 entitlements as applicable (e.g., sick leave). The maximum duration for
59 this reduction program for any individual faculty member is ten (10)
60 years.

61
62 18.2.3 Reduced workloads under this Article shall be in accordance with
63 Education Code Section 87483 and Government Code Section 22713,
64 and subject to the requirements of the [CalSTRS guidelines](#) and
65 [application](#). Should the most recent CalSTRS guidelines/application and
66 this contract language conflict, the most current CalSTRS guidelines and
67 application shall prevail as the authority. Should the applicable authority
68 or CalSTRS guidelines change, this article will immediately be reopened
69 for negotiations over any impacts and effects.

70
71 18.3 CalPERS Participants:

72
73 18.3.1 Faculty members participating in CalPERS may reduce their workloads
74 in accordance with Education Code Section 87483 and Government
75 Code Section 20900, and subject to the [CalPERS Guidelines](#) (p. 65) and
76 [application](#).

77
78 18.3.2 Should the most recent CalPERS guidelines/application and this
79 contract language conflict, the most current CalPERS guidelines and
80 application shall prevail as the authority. Should the applicable authority
81 or CalPERS guidelines change, this article will immediately be reopened
82 for negotiations over any impacts and effects.

83
84 18.4 To ensure timely processing, Faculty are encouraged to submit their intent to
85 participate in the reduced workload program by April 1st.

86
87 Section 2. Eligibility

88
89 In order to participate in this program, a Faculty Member must meet the following
90 conditions:

91
92 (a) The Faculty Member must have been employed by the District as a Faculty
93 Member for at least ten (10) years, of which the immediate preceding five (5)
94 years were full-time employment without a break in service. For the purposes of
95 this Article, other Board approved leaves shall not constitute a break in service
96 as defined by the State Teachers' Retirement System (STRS) or the Public
97 Employees' Retirement System (PERS). The District will provide a Faculty
98 Member on this program with the same benefits provided Full-Time Faculty
99 Members as set forth in Article 17, Insurance Benefits. The District and the
100 Faculty Member on the program shall agree to make contributions to the State
101 Teachers' Retirement System or the Public Employees' Retirement System equal

102 ~~to the amount that would have been contributed if the Faculty Member had~~
103 ~~remained in full-time employment. The Faculty Member on the program shall~~
104 ~~authorize the District in writing to deduct from the Faculty Member's pay such~~
105 ~~amounts as are necessary to pay the Faculty Member's 100% retirement~~
106 ~~contribution.~~

107
108 ~~(b) — At the time the Faculty Member begins participating in the program, the Faculty~~
109 ~~Member must be at least fifty-five (55) years of age.~~

110
111 ~~(c) — The Faculty Member must agree to retire and terminate all services with the~~
112 ~~District at the conclusion of the pre-retirement program, which program will not~~
113 ~~exceed five (5) years.~~

114
115 ~~(d) — The Faculty Member must make application for participation in the program to~~
116 ~~the District by February 1 of the contract year preceding the contract year in~~
117 ~~which the program begins.~~

118 119 Section 3. Work Load And Compensation

120
121 ~~A pre-retirement program for any eligible Faculty Member will require a reduction in the~~
122 ~~Faculty Member's normal assignment and will require a commensurate reduction in the~~
123 ~~yearly contract salary. The minimum part-time employment shall be the equivalent of~~
124 ~~one-half of the number of days of service required by the Faculty Member's yearly~~
125 ~~contract of employment during the last year of service in a full-time position. Work~~
126 ~~assignments for Faculty Members on the program will be made pursuant to the following~~
127 ~~rules:~~

128
129 ~~(a) — An Instructor employed on an academic year basis on the program may be~~
130 ~~assigned to teach, as a minimum:~~
131 ~~(1) — 100% one semester and 0% the second semester.~~
132 ~~(2) — 50% each semester, or~~
133 ~~(3) — Any teaching assignment that will average 50% or more for two semesters~~
134 ~~of an academic year.~~

135
136 ~~(b) — A Nurse, Librarian, Counselor, Disabilities Specialist or Faculty Coordinator~~
137 ~~employed on an academic year basis or a Counselor or Faculty Coordinator~~
138 ~~employed on a fiscal year basis may be assigned to work, as a minimum any~~
139 ~~combination of work hours, days, and months in the yearly assignment excluding~~
140 ~~that year's pro rata vacation entitlement so as to equal at least a fifty percent~~
141 ~~(50%) work assignment. The participant will receive that percentage of the annual~~
142 ~~vacation entitlement for that year as the percentage of reduced assignment bears~~
143 ~~to a 100% assignment. The specific schedule shall be subject to prior agreement~~
144 ~~between the Dean of the Division and the Faculty Member who participates in the~~
145 ~~program to insure that peak periods of need are adequately covered.~~

146 147 Section 4. Maintenance Of Benefits

148
149 ~~The District will provide a Faculty Member on this program with the same benefits~~
150 ~~provided Full-Time Faculty Members as set forth in Article 17, Insurance Benefits.~~
151 ~~The District and the Faculty Member on the program shall agree to make~~
152 ~~contributions to the State Teachers' Retirement System or the Public Employees'~~

153 ~~Retirement System equal to the amount that would have been contributed if the~~
154 ~~Faculty Member had remained in full-time employment. The Faculty Member on the~~
155 ~~program shall authorize the District in writing to deduct from the Faculty Member's~~
156 ~~pay such amounts as are necessary to pay the Faculty Member's 100% retirement~~
157 ~~contribution.~~

158
159 Section 5. Sick Leave

160
161 ~~The amount of sick leave earned by the Faculty Member on the program will vary~~
162 ~~directly to the percent of part-time employment -- that is, fifty percent (50%)~~
163 ~~employment will yield sick leave of fifty percent (50%) of ten (10) days or five (5)~~
164 ~~days of full-time sick leave, or ten (10) days of fifty percent (50%) of sick leave. A~~
165 ~~Faculty Member on the program who utilizes sick leave will have his/her earned~~
166 ~~sick leave reduced on the same basis as a Full-Time Faculty Member.~~

167
168 Section 6. Sabbatical Leave

169
170 ~~A Faculty Member participating in the program is not eligible for sabbatical leave.~~
171 ~~A Faculty Member who has returned from sabbatical leave may participate in the~~
172 ~~program at any time after returning from such leave so long as the total fractional~~
173 ~~time employed by the District thereafter is equal to the required period of post-~~
174 ~~sabbatical leave service required by Article 13, Section 7.~~

175
176 Section 7. Winter/Summer Session

177
178 ~~A Faculty Member participating in the program is not eligible for winter/summer~~
179 ~~session priority as provided in Article 9.~~

180
181 Section 8. Adoption And Revocation

182
183 ~~A Faculty Member who elects to participate in the pre-retirement program shall be~~
184 ~~required to enter into an Agreement with the District respecting the terms and~~
185 ~~conditions of the Faculty Member's program, which agreement can be revoked~~
186 ~~only by mutual consent of the District and the Faculty Member.~~

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188
189 Signed and entered into this 24th day of March 2025.

190
191 FOR THE DISTRICT

192 Jane Mijashiro
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194 _____
195 _____
196 _____
197 _____
198 _____
199 _____

FOR THE FEDERATION

Laura C Salbenmaga L.

