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

August 18, 2026.

This Memorandum of Understanding ("MOU") is entered into by and between the Rancho Santiago Community College District ("District") and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA ("FARSCCD"), and collectively "the Parties") and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement ("CBA"). This MOU represents a one-time, non-precedent setting agreement between FARSCCD and the District.

The purpose of this MOU is to document a one-time, non-precedential agreement acknowledging the District's use of one-time District funds to supplement the Part-Time Faculty Health Insurance Reimbursement Program for faculty represented by FARSCCD for the Spring 2026 reimbursement period.

Background

The District administers a health insurance reimbursement program for part-time faculty pursuant to the applicable collective bargaining agreement.

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 Spring 2026 reimbursement cycle, the total amount of eligible reimbursements under the FARSCCD program was $345,484.87, which exceeded the contractual semester allocation of $215,000 by $130,484.87.

The District has agreed, on a one-time basis, to provide additional District funds in the amount of $130,484.87 to cover the full amount by which eligible Spring 2026 reimbursements exceeded the contractual semester allocation and to allow eligible FARSCCD unit members to receive their full reimbursement amounts.

Agreement

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

1. **One-Time District Supplement**
   For the Spring 2026 reimbursement period, the District agrees to provide a one-time supplemental contribution of $130,484.87 in addition to the $215,000 semester allocation provided under the FARSCCD Collective Bargaining Agreement.

   The supplemental contribution will provide total funding of $345,484.87 for the Spring 2026 Part-Time Faculty Health Insurance Reimbursement Program.

2. **No Reduction to FARSCCD Reimbursement Amounts**

As a result of the District's one-time supplemental contribution, eligible Spring 2026 reimbursement amounts for FARSCCD unit members shall not be proportionately reduced as a result of the $215,000 semester allocation.

Eligible FARSCCD unit members shall receive the full reimbursement amount for which they have been determined eligible under the Part-Time Faculty Health Insurance Reimbursement Program.

3. **One-Time, Non-Precedential Agreement**
   The Parties expressly agree that this MOU applies only to the Spring 2026 reimbursement period and constitutes a one-time arrangement. This agreement shall not establish past practice, precedent, or an expectation or obligation for the District to provide supplemental funding for future reimbursement periods or funding levels.

This MOU shall be effective upon execution by both Parties and shall expire upon completion of the Spring 2026 Part-Time Faculty Health Insurance Reimbursement Program.

For the District:	For FARSCCD:
Kristin Olson (Aug 19, 2026 10:09:05 PDT)	Madeline Grant
Kristin Olson Vice Chancellor, Human Resources	Madeline Grant President, FARSCCD
Aug 19, 2026	Aug 19, 2026
Date	Date

FARSCCD MOU - Part-Time Health Insurance Reimbursement Program

Final Audit Report 2026-08-19

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