Memorandum of Understanding between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA

Part-time Faculty Health Care Reimbursement Program

January 14, 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 FARSCD 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The purpose of this MOU is to document a one-time, non-precedential agreement acknowledging the District's use of one-time District funds and surplus health insurance reimbursement funds originally allocated for employees represented by the California Education Faculty Association (CEFA), pursuant to a separate agreement with CEFA, 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 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 was $263,814.18 which exceeded the contractual semester cap by $48,814.18. During the same reimbursement cycle, the CEFA Part-Time Faculty Health Insurance Reimbursement Program resulted in a surplus of allowable funds of $39,839.24, after all eligible CEFA unit members' reimbursements were fully processed in accordance with the CEFA Collective Bargaining Agreement. Using the surplus of $39,839.24 from CEFA against the FARSCCD excess, still leaves an unfunded amount of $8,974.94.

Agreement

1. **CEFA Surplus Funds**

The District shall apply surplus health insurance reimbursement funds originally allocated for CEFA-represented employees, pursuant to a separate agreement with CEFA, to supplement the FARSCCD Part-Time Faculty Health Insurance Reimbursement Program for the Fall 2025 reimbursement period.

2. **One Time Supplement**

   The District agrees to pay $8,974.94 on this occasion to ensure all FARSCCD members are reimbursed to the full amount per the CBA.

3. **No Impact to FARSCCD Reimbursement Amount**
   Due to this supplementation, reimbursement rates applicable to FARSCCD unit members shall not be reduced or otherwise modified.

4. **One-Time, Non-Precedential Agreement**
   The parties expressly agree that this MOU applies only to the Fall 2025 reimbursement period and constitutes a one-time arrangement. This agreement shall not establish past practice, precedent, or expectation for future reimbursement periods or funding levels.

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, Esq.
Vice Chancellor, Human Resources

Date 1/15/26

For FARSCCD:

Madeline A. Grant
President, FARSCCD

Date 1·15·2026