

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CERRITOS COMMUNITY COLLEGE DISTRICT AND
THE CERRITOS COLLEGE FACULTY FEDERATION (Local 6215, CFT/AFT, AFL-CO)**

Part Time Health Care Reimbursement

The parties agree to this Memorandum of Understanding (MOU) regarding article 10.7.1 Eligibility of the 2018-2021 CBA related to the reimbursement of medical and dental expenses for part time faculty. This MOU is applicable for reimbursement beginning Spring 2020 and thereafter.

10.7 Requests for reimbursement must be submitted by the last day of the semester in which they are applying for reimbursement. Reimbursement for fall requests will be paid in February and reimbursement requests for spring will be paid in July.

10.7.1 Eligibility

(a) Part-time instructional faculty must have taught at least 40% of a full-time load for at least three semesters within a three-year period.

(b) Part-time non-instructional faculty must have worked 234 total hours each semester for at least three semesters within a three-year period.

(c) Instructional faculty will have completed at least a 40% load the same semester in which they are applying for reimbursement.

(d) Non-Instructional faculty will have completed at least 234 total hours the same semester in which they are applying for reimbursement.

(e) Approved absences as reported on the Absence Certification form provided by the District count towards the total hours required for instructional and non-instructional computation. However, a minimum of 75% of the 234 total hours or 75% of the 40% load must be on paid status.

Signed on 1/30/20

For the District

Dr. Adriana Flores-Church
Vice President of Human Resources

For the Cerritos College Faculty Federation:

Jay Elarcosa
Chief Negotiations Officer/Co-President

Dr. Bobbi-Lee Smart
Co-President