

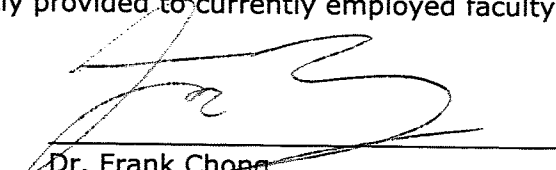
Memorandum of Understanding
between the
All Faculty Association
and the
Sonoma County Junior College District
regarding
Contract Revision—Article 24: Retirement
September 30, 2013

24.01.B. Eligibility

1. In order to be eligible for the Early Retirement Option, a faculty member must meet the following requirements:
 - a. Completed seventeen years of fulltime-equivalent employment with the District in classified or certificated positions (or completed fifteen years if employed in a certificated or classified position by the District before October 1, 2013), of which five years must have been as a contract faculty member. Unpaid leaves of absence will not be considered in the computation of years of service. Probationary or regular service at less than 100 percent, and adjunct faculty service, will be computed and accumulated on a pro-rata basis.
 - b. Be at least 62 years of age (or 55 years of age if employed by the District in a certificated or classified position before October 1, 2013) but less than 65 years of age on June 30 of the final year of service (or on January 31 for midyear retirees).
2. The applicant must satisfactorily complete and submit the necessary *Early Retirement Application and Agreement Form(s)* by the first working day in October of the final year of service. For individuals planning midyear retirement, the application is due during the first week of the fall semester.
3. If the early retiree subsequently becomes employed, the benefits provided by the District under the early retirement provisions become secondary to those provided by the new employer.
4. Should the early retiree terminate his/her medical/dental benefits package with the District, the District cannot guarantee that the insurance carrier will reinstate the early retiree under group coverage currently provided to currently employed faculty.



Julie Thompson
President
All Faculty Association



Dr. Frank Chong
Superintendent/President,
Sonoma County Junior College District