

Memorandum of Understanding  
between the  
All Faculty Association  
and the  
Sonoma County Junior College District  
regarding  
Article 24: Retirement  
§24.03-24.05  
February 20, 2026

**24.03 MEDICAL AND DENTAL STIPEND:** The District will provide a medical and dental stipend for eligible retirees who have reached the age of sixty-five (65). To be eligible for this stipend, the retiree **must have completed seventeen (17) years of full-time-equivalent employment with the District in classified or certificated positions (or completed fifteen (15) years if employed in a certificated or classified position by the District before October 1, 2013), of which five (5) years must have been as a contract faculty member at the time of retirement from the District. 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 associate faculty service will be computed and accumulated on a pro-rata basis either must qualify for ERO benefits at the time of retirement from the District (section 24.01.B) or have reached the age of sixty five (65) at the time of retirement from the District.**

- A. In 2023-2024, the stipend will be the 2023 cost of the lowest Medicare Part B premium for a single stipend for a retiree without dependents (\$164.90/month) or a double stipend for a retiree with a spouse/domestic partner (\$329.80/month).
- B. Beginning in 2024-25, on October 1 of each fiscal year, the stipend will be adjusted by the lower of the change in the CPI for that year or the change in the Medicare Part B premium for single and double as of July 1 of that year. In the event of a negative change, the stipend would remain the same.
- C. The amount of the stipend above is considered taxable income under IRS regulations.

**24.04 ASSOCIATE FACULTY RETIREMENT PLANS**

- A. The District will provide each associate faculty member with one (1) of three (3) associate faculty retirement plans: CalSTRS Defined Benefit Program, CalSTRS Cash Balance Program, and Social Security. The District will provide details about these plans to each associate faculty member at the time of initial employment and on a regular basis thereafter.
- B. **Retirement System Election Upon Hire: Pursuant to Education Code section 22508.5 and related provisions of the State Teachers Retirement Law, a faculty member who is eligible for membership shall elect either membership in CalSTRS or participation in the Social Security plan. Effective January 13, 2020, the District**

- 24.04.B.** will no longer offer the 403(b) plan administered by Fidelity Investments as a retirement plan option for newly hired associate faculty members. Associate faculty members enrolled in this retirement plan may continue in the plan. The District and employee will each contribute a share equal to 3.75 percent of the employee's gross salary. The employee will be fully vested in the plan at all times.
- C. **Initial Election Period:** The retirement system election must be made within the initial statutory election period established by Education Code and applicable federal law.
  - D. **Irrevocability of Election:** In accordance with Education Code and federal Social Security law, including Section 218 of the Social Security Act and applicable Internal Revenue Service regulations, a faculty member's election of a retirement system is final and irrevocable once the election period has closed. A faculty member may not subsequently change or transfer between the State Teachers Retirement System and the Social Security plan during employment with the District.
  - E. Effective January 13, 2020, the District will no longer offer the 403(b) plan administered by Fidelity Investments as a retirement plan option for newly hired associate faculty members. Associate faculty members enrolled in this retirement plan may continue in the plan. The District and employee will each contribute a share equal to 3.75 percent of the employee's gross salary. The employee will be fully vested in the plan at all times.

**24.05 HOURLY ASSIGNMENT SERVICE CREDITS**

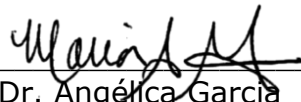
- A. **Reporting:** The District will ensure that the service credit information reported to the County and to CalSTRS for associate faculty members will have a reasonable relationship to their actual percentage of full-time equivalent load.
- B. **Retirement Base:** The District will determine the retirement base ("earnable income") for hourly assignments for retirement benefit purposes. For each hourly schedule, the retirement base is the hourly wage times the Annual hours per FTEF as specified in Table 24.1.

Hourly Schedule	Hours/week for 1 FTEF	Annual hours per FTEF (35 weeks/year)
Allied/Base	35.00	1225.00
Lecture	15.00	525.00
Credit Lab and CDCP 1.00	<del>22.50</del> 15.00	<del>787.50</del> 525.00
Credit Lab and CDCP 0.80	18.75	656.25
Credit Lab 0.75	20.00	700.00
CDCP	21.50	752.50
Non-Credit	24.00	840.00

**Table 24.1**



Sarah Whyllly  
President  
All Faculty Association



Dr. Angélica García  
Superintendent/President  
Sonoma County Junior College District