

Memorandum of Understanding
between the
All Faculty Association
and
Sonoma County Junior College District
regarding

Article 24: Retirement

February 22, 2024

AFA and the District agree to modify the following provisions of Article 24.03.

- 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 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. ~~As of the 2019-20 Academic Year, the stipend is \$84 per month for a retiree without dependents and \$136.50 per month for a retiree with dependents. Increases to the stipend will be phased in as follows:~~
- ~~A. In 2020-21, the stipend will be increased to \$100 for retiree without dependents and \$176 for a retiree with dependents.~~
 - ~~B. In 2021-22, the stipend will be increased to \$116 for retiree without dependents and \$216 for a retiree with dependents.~~
 - ~~C. In 2022-23, the stipend will be increased to \$132 for retiree without dependents and \$256 for a retiree with dependents.~~
 - ~~D. In 2023-24, the stipend will be increased to the 2023 cost of the lowest Medicare Part B premium for a single for a retiree without dependents and a double for a retiree with dependents.~~
 - ~~E. Beginning in 2024-24, each fiscal year, the stipend will be adjusted by the lower of the change in the CPI for that year or to the lowest cost of Medicare Part B premium for single and double as of July 1 of that year.~~
 - ~~F. If the amount of the stipend exceeds the amount the retiree has paid for medical benefits, the excess is taxable income. A retiree will receive a 1099 from the Accounting Office if the excess amount exceeds \$600. HR will provide a cover letter along with that 1099 that includes a clear explanation of the stipend's taxability.~~

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).

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.

The amount of the stipend above is considered taxable income under IRS regulations.

A handwritten signature in black ink, appearing to read "Sean Martin", with a stylized, flowing script.

Sean Martin, President
All Faculty Association

A handwritten signature in purple ink, appearing to read "Angélica Garcia", with a stylized, flowing script.

Dr. Angélica Garcia, Superintendent/President
Sonoma County Junior College District