

## **ARTICLE 19. PRE-RETIREMENT REDUCTION OF ANNUAL WORKLOAD**

### **19A. Education Code Regulation**

The District shall provide for the reduction of faculty workloads in accordance with the provisions of Education Code Sections 87483 and 22713 ~~of the Government Code~~. The intent is to allow eligible Regular unit members to phase in their retirement program through reduced workloads and without loss of health or final retirement benefits.

#### **19A.1 Age Requirements**

The unit member must have reached the age of fifty-five (55) prior to reduction in workload. ~~Unit members who are seventy (70) years old or older do not qualify under Government Code 20815. However, if a unit member reaches the age of seventy (70) during the academic year, he/she may continue in the program to the end of the academic year.~~

#### **19A.2 Length of Service**

The unit member must have been employed full-time in the Chabot-Las Positas Community College District in a faculty position ~~for~~with at least ten (10) years ~~of creditable service~~, of which the immediately preceding five (5) years were full-time employment with no break in service.

- a. Sabbaticals and other Board of Trustee approved Leaves of Absence shall not constitute a break in service of the preceding five (5) years. ~~Time spent on a Sabbatical or other approved Leave of Absence shall not be used in computing the five (5) year full-time service requirement prescribed by the Education Code Section 87483 for pre-retirement reduction in annual workload.~~

#### **19A.3 Applying for Pre-Retirement Reduction in Annual Workload**

Pre-retirement reduction of annual workload must be applied for in writing by the unit member. Use the proper form to notify the District for approval. (See Appendix: [Pre-Retirement Load Reduction Form](#).) Thereafter, the workload reduction is subject to approval by the Board of Trustees. The workload reduction may be revoked or altered only with the mutual consent of the Board of Trustees and the unit member.

- a. ~~a.~~—A unit member who desires to reduce his or her workload in accordance with this Article shall make application through the unit member's Division Dean by November 1 of the school year prior to the year when pre-retirement reduction is to become effective.

- b. Prior to the reduction of a unit member's workload, Human Resource Services in conjunction with STRS shall verify the unit member's eligibility for the reduced workload program.
- c. A unit member who belongs to the Public Employees' Retirement System (PERS) must contact the Office of Human Resource Services prior to requesting pre-retirement reduction in workload, since PERS rules may differ from those of STRS.

#### **19A.4 Compensation**

The unit member shall be paid a salary which is the pro-rata share of the salary that would be earned had the person not elected to exercise the option of pre-retirement reduction. The unit member shall retain all other rights and benefits for which the unit member is eligible. The unit member and the District shall continue to pay their respective portion of benefit costs as if the unit member remained in full-time employment.

##### **a. Retirement Fund Obligations**

The District and the unit member shall each contribute to the State Teachers' Retirement Fund (STRS) ~~or Public Employees' Retirement System (PERS)~~ as provided in ~~Government Education Code Section 20815 22713 and 87483~~ the amount that would have been contributed if the unit member had been employed on a full-time basis. For unit members belonging to the Public Employees' Retirement Systems (PERS), the District and the unit member shall each contribute to PERS the amount that would have been contributed if the unit member had been employed on a full-time basis.

##### **b. Health Benefits**

The unit member shall receive health benefits as provided in Section ~~53201 87483~~ of the ~~Government Education Code~~ in the same manner as a full-time unit member. (Also see [Article 20](#).)

##### **c. Computation**

Pre-retirement reduction contracts granted in accordance with the provisions of this policy shall be computed as fulfilling full-time equivalent service as set forth in the provision for group medical insurance for retirees, [Article 20B](#) and [Article 20C](#).

#### **19A.5 Calculation of Load**

The maximum pre-retirement reduction of annual workload shall be the equivalent of one-half of the number of days of service required by the unit member's Contract of Employment during his or her final year of service in a full-time position. A unit member may request an assignment which is fifty percent (50%) for each semester in the academic year, or any assignment which averages fifty percent (50%) or more for the academic year. The specific assignment during the school year shall be made by the Chancellor or designee after consultation with the unit member.

**19A.6 Duration**

The minimum period for pre-retirement reduction in load shall be one (1) year, and the maximum period for pre-retirement reduction in load shall be ten (10) years. At the end of the ten years, the unit member must retire.

~~19A.7 Effect of Legislative Change~~

~~At such time as the State Legislature extends the maximum age for participation in this pre-retirement policy, it is understood that this Article shall be amended to incorporate such change.~~

**19A.87 Leaves**

Refer to Article 11K.2 regarding the affect of leaves on ~~for~~ pre-retirement workload reduction ~~impact on Leaves~~.

**19A.98 Opportunity for Overload and Summer Session/Inter-session Assignments**

See [Article 10D.10, Overload, and](#) Article 17, Summer Session and Inter-Session Assignments.

Tentative Agreement: January 1, 2012 – December 31, 2014

---

*This page is intentionally left blank.*

---