

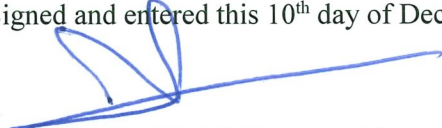
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT  
AND  
CHABOT-LAS POSITAS FACULTY ASSOCIATION


December 10, 2025

**MOU for Voluntary Supplemental Employee Retirement Plan (SERP)**

1. Only Regular Faculty are eligible.
2. Faculty members must be at least 55 years of age at the time of CLPCCD retirement or resignation during the allowable dates June 1, 2026 – June 30, 2026.
3. Faculty must have at least ten years of permanent and continuous service with CLPCCD: ten years of service at the time of CLPCCD retirement or resignation during the allowable dates June 1, 2026 – June 30, 2026.
4. Faculty shall resign or retire with the CLPCCD on the allowable dates: June 1, 2026 – June 30, 2026.
5. If the District does not go forward with the SERP Plan, all notices of retirement/resignation shall be vacated and the retirement/resignation shall be null and void and considered immediately withdrawn.
6. Completed SERP Enrollment Forms & Letters of Resignation shall be submitted and received by the Vice Chancellor of Human Resources during the period of January 2, 2026 to March 31, 2026, by 5 p.m.
7. Faculty may revoke their SERP Enrollment Forms & Letters of Resignation (in writing to the Vice Chancellor of Human Resources) through April 21, 2026 as per Article 34B.c (2022-2025 CLPFA-CLPCCD Contract).
8. The District shall release any Regular faculty member who had a Sabbatical Absence before the 2025-26 Academic Year and who elects to participate in the SERP from the obligation to fulfill CLPCCD service.
9. Retirement from PERS/STRS is not a requirement of SERP participation.
10. The District shall give Part-Time employment preference to SERP Regular faculty Emeritus retirees to the extent permitted by law and the CLPFA-CLPCCD Contract.
11. Faculty who take the SERP will follow current language regarding eligibility for retiree medical benefits as stipulated in the CLPFA-CLPCCD Contract.
12. Faculty on Pre-retirement Reduction in load shall be fully eligible for the SERP.
13. The District shall provide resources to educate faculty members of monetary terms as well as PERS/STRS information.
14. Payment options will be outlined in the SERP packets for eligible faculty members.
15. If implemented, the first payment would be made in August 2026.

Signed and entered this 10<sup>th</sup> day of December, 2025

  
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Heike Gecox  
President, Chabot-Las Positas  
Faculty Association

  
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Ronald P. Gerhard  
Chancellor, Chabot-Las Positas  
Community College District