

**MEMORANDUM OF UNDERSTANDING BETWEEN
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT AND
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT CONTINUING
EDUCATION FACULTY ASSOCIATION CCA/CTA/NEA**

August 18, 2026.

This Memorandum of Understanding (“MOU”) is entered into by and between the Rancho Santiago Community College District (hereinafter referred to as "District" or “RSCCD”) and the Rancho Santiago Community College District Continuing Education Faculty Association CCA/CTA/NEA (hereinafter referred to as "CEFA") (hereinafter collectively referred to as the “Parties”), and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement (“CBA”).

The purpose of this MOU is to document a one-time, non-precedential agreement acknowledging the District’s use of one-time District funds to supplement the Part-Time Faculty Health Insurance Reimbursement Program for faculty represented by CEFA for the Spring 2026 reimbursement period.

Background

The District administers separate health insurance reimbursement programs for faculty pursuant to the applicable collective bargaining agreements.

Under the CEFA Collective Bargaining Agreement, the total amount of money available for reimbursement distribution shall not exceed \$285,000 per semester. If total eligible reimbursements exceed this amount, allocations are redistributed proportionately so that the total amount per semester does not exceed \$285,000.

For the Spring 2026 reimbursement cycle, the total amount of eligible reimbursements under the CEFA program was \$292,613.08, which exceeded the contractual semester allocation of \$285,000 by \$7,613.08.

The District has agreed, on a one-time basis, to provide additional District funds in the amount of \$7,613.08 to cover the full amount by which eligible Spring 2026 reimbursements exceeded the contractual semester allocation and to allow eligible CEFA unit members to receive their full reimbursement amounts.

Agreement

In consideration of the above, the District and CEFA agree as follows:

1. One-Time District Supplement

For the Spring 2026 reimbursement period, the District agrees to provide a one-time supplemental contribution of \$7,613.08 in addition to the \$285,000 semester allocation provided under the CEFA Collective Bargaining Agreement.

The supplemental contribution will provide total funding of \$292,613.08 for the Spring 2026 Part-Time Faculty Health Insurance Reimbursement Program.

2. No Reduction to CEFA Reimbursement Amounts

As a result of the District's one-time supplemental contribution, eligible Spring 2026 reimbursement amounts for CEFA unit members shall not be proportionately reduced as a result of the \$285,000 semester allocation.

Eligible CEFA unit members shall receive the full reimbursement amount for which they have been determined eligible under the Part-Time Faculty Health Insurance Reimbursement Program.

3. One-Time, Non-Precedential Agreement

The Parties expressly agree that this MOU applies only to the Spring 2026 reimbursement period and constitutes a one-time arrangement. This agreement shall not establish past practice, precedent, or an expectation or obligation for the District to provide supplemental funding for future reimbursement periods or funding levels.

This MOU shall be effective upon execution by both parties and shall expire upon completion of the Fall 2025 Part-Time Faculty Health Insurance Reimbursement Program.

For the District:


[Kristin Olson \(Aug 19, 2026 16:58:48 PDT\)](#)
Kristin Olson
Vice Chancellor, Human Resources

Aug 19, 2026

Date

For CEFA:



Evelyn Elmore
President, CEFA

Aug 19, 2026

Date

CEFA MOU - Part-Time Faculty Health Insurance Reimbursement Program

Final Audit Report

2026-08-19

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