

Memorandum of Understanding  
Between  
San Joaquin Delta Community College District  
And  
The San Joaquin Delta College Teachers Association SJDCTA  
Clarification of CBA Article 23.3

This Memorandum of Understanding ("MOU") is made effective as of May 11, 2022, and has been jointly prepared by representatives of the San Joaquin Delta College Community College District ("District") and the designated representatives of the San Joaquin Delta College Teachers' Association ("SJDCTA"), the exclusively recognized employee organization within the District for all full-time and part-time faculty. The District and SJDCTA agree to the following:

The wording in the Master Contract July 1, 2021 – June 30, 2024 between The District and SJDCTA needs some clarifications and revision in regards to Article 23.3. Retirement/Resignation.

**Now therefore**, the District and SJDCTA have agreed to modify the terms of Article 23.3 as follows:

23.3 Retirement/Resignation

23.3.1 In order to provide the District with sufficient time to recruit and hire replacements, faculty members are encouraged to provide 90 days or more advance notice for **retirement/resignation**. Written retirement/resignation notices shall be submitted to the VP of Human Resources and will be accepted at any time. The notice will be taken to the next Board of Trustee meeting. ~~For~~ **F**aculty who submit their retirement papers by October 1, for an end of spring, summer, or the following academic year retirement will be paid a one-time incentive of \$1000.00. The incentive will be paid in the form of a stipend on the final paycheck from the District. This incentive will not exclude a faculty member from participating in any other District offered retirement incentives.

23.3.2 When the District offers a Supplemental Employee Retirement Plan (SERP) **or Supplemental Retirement Plan (SRP)** incentive, all faculty who submit retirement/resignation notices ~~within~~ **for** the same academic year that the SERP/**SRP** incentive is offered, will be eligible to receive the **SERP/SRP** incentive no matter when their retirement/resignation notices are filed. ~~In a year where a SERP is offered, a faculty member is not entitled to receive the one-time incentive listed in 23.3.1.~~

For the District:

DocuSigned by:  
*Theresa Richmond* 5/13/2022 | 4:23 PM PDT  
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Theresa Richmond Date  
Interim Chief Negotiator for the District  
Vice President of Human Resources &  
Risk Management

For the Association:

DocuSigned by:  
*Dr. Elizabeth Maloney* 5/12/2022 | 6:03 PM PDT  
A449DC09B77E40A...  
Dr. Elizabeth Maloney Date  
Chief Negotiator for the SJDCTA  
President, SJDCTA

**Risk Management**

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*Joseph R Gonzales* 5/12/2022 | 8:43 PM PDT  
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Joe Gonzales Date  
Interim Assistant Superintendent/  
Vice President of Instruction and Planning

San Joaquin Delta College

DocuSigned by:  
*Dr. Lisa Aguilera Lawrenson* 5/13/2022 | 4:48 PM PDT  
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Dr. Lisa Aguilera Lawrenson Date  
Acting Superintendent/President  
San Joaquin Delta College