

## MEMORANDUM OF UNDERSTANDING

Between The  
Southwestern Community College District (DISTRICT)  
and  
Southwestern College Education Association (SCEA)

July 8, 2020

### Voluntary Early Retirement Continuation of Service (VERCOS)

By this Memorandum of Understanding ("MOU"), the Southwestern College Education Association ("SCEA") and the Southwestern Community College District ("District") agree to the following:

**For 2020-2021:** All Unit members who applied for either an initial application or a renewal application (Article 7.9.2 of the Collective Bargaining Agreement -- CBA) of the Voluntary Early Retirement Continuation of Service (VERCOS) program (Article 7.9 of the CBA) and met the VERCOS qualification requirements (Article 7.9.1 of the CBA) will be approved by the Superintendent/President.

**For 2021-2022:** The VERCOS program as outlined in Article 7.9 of the CBA will be postponed. For Unit members who started their Continuation of Service agreement in a previous year, this postponed year will *not* count against their seven (7) years of service period. With the approval of the respective dean, Unit members may continue to work for the District at the appropriate Overload Salary Schedule rate. The VERCOS postponement will be lifted for 2021-2022 if the SCEA and the District agree to do so.

**For 2022-2023 and beyond:** The VERCOS program will continue as outlined in Article 7.9 of the CBA, unless otherwise renegotiated

Going forward, the application procedures/timelines as established in Articles 7.9.2.1, 7.9.2.5, and 7.9.3.2 of the Collective Bargaining Agreement shall be adhered to. Late applications will not be considered.

**For the College District:**



Rose DelGaudio  
Executive Assistant Superintendent/  
Vice President, Human Resources

**For the SCEA:**



Candice Taffolla-Schreiber  
Faculty Bargaining Lead

Signature:   
Candice Taffolla-Schreiber (Jul 8, 2020 18:23 PDT)

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