

MEMORANDUM OF UNDERSTANDING

Long-term Disability

**Kern Community College District and the
Kern Community College District Faculty Association
*March 31, 2006***

The Kern Community College District (KCCD) and the Kern Community College District Faculty Association (CCA) hereby enter into this memorandum of Understanding (MOU) to reflect agreement arising out of changes to the long-term disability plan affecting the 2005-2008 Agreement.

KCCD and CCA agree to the following:

1. Modify Article 10.O.1.d. of the Agreement to increase the long-term disability benefit from a maximum of \$2,000 per month to a maximum of \$3,000 per month.

The full cost of a long-term disability plan for the employee, which provides a monthly benefit of two-thirds (2/3) salary, up to a maximum of three thousand (\$3,000) per month. A unit member will be eligible for the long-term disability plan after serving the District under contract for three years.

2. Article 10.O.2.c. will be deleted from the Agreement.

~~Additional long-term disability insurance for employees whose annual salary exceeds thirty-six thousand dollars (\$36,000).~~

3. These changes will be effective April 1, 2006.

The parties further understand and agree that this MOU shall be effective only upon ratification by the Board of Trustees of the Kern Community College District.

For the District:

For the Exclusive Representative:

Greg Chamberlain, Chief Negotiator
KCCD

Christopher Piersol, Chief Negotiator
KCCD CCA/CTA/NEA

March 31, 2006

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