

**Memorandum of Understanding Between**  
**The Antelope Valley Community College District**  
**And**

**The Antelope Valley College Federation of Classified Employees**

This Memorandum of Understanding (MOU) is made as of the 2<sup>nd</sup> day of September 2025 by and between the Antelope Valley College Federation of Classified Employees ("FEDERATION") and the Antelope Valley Community College District ("DISTRICT"), collectively known as the "PARTIES." This MOU will remain in effect until the successor to the 2023-2025 classified employees Collective Bargaining Agreement (CBA) has been completed and ratified by the PARTIES.

**RECITALS**

**Whereas,** The PARTIES recognize that retired classified employees have the right to purchase health benefits as granted by Article VIII, Section 8.3 of the 2023-2025 Classified CBA.

**Whereas,** The PARTIES desire to maintain these rights for retired classified employees during successor negotiations to the 2023-2025 classified CBA.

**IT IS NOW, THEREFORE, AGREED AS FOLLOWS:**

For the term of this MOU, Article VIII, Section 8.3 of the 2023-2025 Classified CBA is amended and restated in its entirety as follows:

Classified employees who retire during negotiations for the 2025-2028 Classified successor agreement shall be entitled to purchase continued health, dental, vision and life insurance coverage for the unit member and dependents that insofar as possible are the same plans and contain the same benefits as regular and active classified unit members of the District during the period covered by this benefit, subject to the following eligibility requirements and conditions:

- (a) The minimum age of eligibility shall be 55.
- (b) The employee must have been employed by the District for a period of 10 years.
- (c) During the entire period of this benefit, the retired employee must be actively drawing service retirement from the Public Employees' Retirement System (PERS).

(d) The employee must have been eligible for and enrolled in the health insurance while an active employee and immediately prior to retiring.

(e) All health and welfare benefits shall terminate on the last day of the month of the 65th birthday of the retiree.

The health and welfare cap for eligible retirees shall, effective retroactively to October 1, 2022, be \$17,500 per year through the term of this MOU. The District shall contribute up to \$17,500 towards the cost of the retiree's plan. If the selected plan, exceeds the \$17,500 cap for any plan year, the retiree must bear the increased cost of such plan. Should the retiree select a plan that costs less than \$17,500 per year, the difference between the plan cost and the cap is not paid to the retiree. In the event the benefits cap is increased, the Federation and District will engage in negotiations regarding extending the cap to eligible retirees.

1. The terms of this MOU are non-precedential and do not establish a past practice. This MOU does not create or provide any rights except as to the PARTIES and on the terms stated herein for purposes of maintaining the rights of retired classified employee as granted by Article VIII, Section 8.3 of the 2023–2025 Classified CBA. Further, this MOU does not constitute a waiver of any rights not specifically addressed in this agreement.
2. Unintended Consequences: Should an unforeseen issue arise, the PARTIES will consult and come to a mutual agreement to resolve the issue.
3. Entire Agreement: This Agreement constitutes the entire agreement and understanding between the PARTIES regarding the subject matter covered by this MOU. There are no other oral understandings, terms or conditions. All prior understandings, terms, or conditions are deemed merged into this Agreement and this MOU shall override any contrary provision of the CBA.
4. Execution: This Agreement may be executed in one or more counterparts, including by signature pages delivered in electronic format, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

*Lauren Elan Helsper*

Sep 2, 2025

Dr. Lauren Elan Helsper  
AVCCD Lead Negotiator

*Jellet*

Sep 2, 2025

Dr. Jennifer Zellet  
Superintendent/President

*Suzanne Olson*

Suzanne Olson (Sep 2, 2025 15:22:56 PDT)

Sep 2, 2025

Suzanne Olson  
AVCFCE Negotiating Team










# MOU for Extending Retiree Health Care Access(AVCFCE) - 9.2.25

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