

CBA Tip: *Reduced Workload Program (RWL)*

Our Contract details a provision in Education Code, also known as the “Willie Brown Act” that affords teachers aged 55 and up with 10+ years of full-time service (with the last five years immediately preceding the request being full-time) the ability to work part-time (minimum 50% of a load) while earning full-time CalSTRS benefits.

In essence, the employee will receive the same district contributions for medical and other benefits as a full-time employee while on this official reduced workload. Both the employee and employer contribute to CalSTRS in the amount as if the employee were working/earning a full-time salary. However, the participant's compensation is pro-rated based on the part-time schedule, and their other contractual workload obligations are reduced in direct proportion to their workload.

If a faculty member qualifies and is interested in participating in the RWL program, they must initiate the request with the designated Human Resource Analyst to prepare a Reduced Service Agreement that would then be reviewed and approved by the Board of Trustees. A qualified faculty member must apply for the reduced workload program **on or before March 1** for the following academic year, and this requires an annual updated agreement. The maximum allowable participation time in the RWL plan is ten years.

Please note that “unbanking” any portion of a load will NOT count toward the minimum 50% workload requirement. In other words, the faculty must provide *new* service to the District of at least 50% of a workload, and any unbanking can be added to supplement. For example, a faculty member works a 50% load and unbanks 20% across two semesters so will be compensated 70% of their full assignment. It is not possible to unbank 50% and work 20% to qualify for this program.

For more information, please see section **K.2.0 Reduced Workload in the CBA**.