MEMORANDUM OF UNDERSTANDING
between the
SAN LEANDRO UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
Chapter 94

May 8, 2020

# MEMORANDUM OF UNDERSTANDING: EARLY RETIREMENT INCENTIVE

**District Proposal:** The District proposes the following Memorandum of Understanding for an Early Retirement Incentive for 2019-2020:

The Parties agree to the following terms for an Early Retirement Incentive for the 2019-2020 school year.

1. Participation in the Early Retirement Incentive for 2019-2020 shall be voluntary.

2. To be eligible, unit members must have served in the District for a minimum of fifteen (15) years and must be at least fifty-five (55) years of age as of June 30, 2020.

3. Unit members participating in the Early Retirement Incentive for 2019-2020 must be active employees of the district as of the date of this MOU and must retire from employment with the District no later than June 30, 2020.

4. To qualify for the Early Retirement Incentive for 2019-2020, the Superintendent or designee must receive the unit member's signed retirement form no later than May 29, 2020.

5. Eligible participants shall receive a one-time cash incentive of $5,000 (five thousand dollars). Employees working less than 1.0 FTE shall have their incentive payment prorated based on the FTE of their assignment for the 2019-2020 school year.

6. The Early Retirement Incentive cash payment will be included with the unit member's final pay warrant from the District and it is understood that all applicable state and federal taxes must be deducted from the incentive payment.

7. Unit members considering participation in the Early Retirement Incentive may contact a District provided financial adviser, Jim Adgar, of Plan Member

Services , for information and advice regarding the impacts of retirement.

8. The Parties do not intend for any Early Retirement Incentive to be made available in 2020-21.

9. The Parties further understand and agree that this Early Retirement Incentive shall apply to the 2019-2020 school year only and shall not be considered precedent.

Carol Avarez
CSEA President

Carol Alvarez
For CSEA

5/10/2020
Date

Janell Hampton
CSEA LRR

Date

For SLUSD Jessica Bonduris

May 10, 2020
Date