

MEMORANDUM OF UNDERSTANDING #13
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER CHAPTER
#528 ("CSEA")

Early Notification of Retirement Incentive
11-15-2023

This Memorandum of Understanding shall be in effect upon ratification. The parties have met, negotiated, and agreed to the following:

Folsom Cordova Unified School District has authorized a one-time "Early Notification of Retirement Filing Bonus" of \$1,500 to any full-time FCUSD employee who meets the FCUSD criteria and submits to Human Resources, via TalentEd Records, by January 12, 2024, his/her official request to retire between June 1, 2024, and June 30, 2024. The bonus will be prorated for part-time employees. To qualify for this one-time bonus, the written request must be submitted via TalentEd Records, no later than 4:00 p.m. on January 12, 2024.

TERMS

A. **ELIGIBLE EMPLOYEES:** To be eligible for this retirement bonus, the CSEA bargaining unit member must:

1. be employed by the District as of December 8, 2023; and
2. have an FTE of 0.50 or greater as of December 8, 2023; and
3. be eligible to retire pursuant to CalPERS regulations (if a PERS member), or pursuant to STRS regulations if a (STRS member); and
4. have five (5) years of District service as of June 30, 2024; and
5. submit a Notice of Retirement (see attached) within the specified window.

B. **EARLY RETIREMENT INCENTIVE:**

An eligible, full-time employee shall receive an incentive payment of one thousand five hundred dollars (\$1,500.00), less applicable taxes. This amount shall be prorated for less than full-time employees.

C. **EFFECTIVE DATE OF RETIREMENT:**

- a. The effective date of retirement shall be after the last workday of the 2023-2024 school year, but not later than June 30, 2024.
- b. Notice of Retirement must be submitted to the District Office no later than 4:00 p.m. on January 12, 2024. Submission of the Notice of Retirement is irrevocable after January 12, 2024.

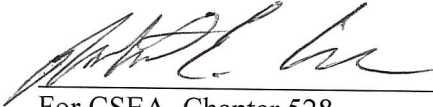
D. **GENERAL**

- a. This bonus for early notification of retirement will allow for planning as the District prepares for the 2024-2025 school year. The request for submission by January 12, 2024, allows us to

meet Board Agenda adoption guidelines so we can take this information to Board of Trustees at the first meeting in February.

b. This MOU is valid only until the close of business June 30, 2024. Except for the District's continuing obligation to the payment(s) listed above, it shall be null and void and of no effect after that date.

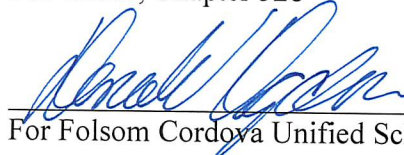
c. This is a one-time agreement, and is not precedent setting.



For CSEA, Chapter 528

11/27/23

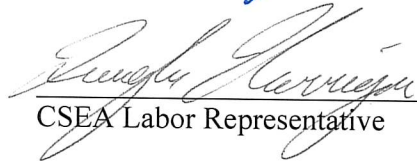
Date



For Folsom Cordova Unified School District

11/27/23

Date



CSEA Labor Representative

12/04/2023

Date