

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

Early Notification of Retirement Incentive
11/18/2020

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 15, 2021, his/her official request to retire between June 1, 2021 and June 30, 2021. The bonus will be prorated for part-time employees. In order 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 15, 2021.

You must meet the following criteria set forth by the District:

1. Must be employed by the District as of December 11, 2020
2. Have an FTE of 0.50 or greater as of December 11, 2020
3. Are eligible to retire under CalPERS
4. Have five (5) years of District service as of June 30, 2021
5. Have resigned from District employment effective after the completion of the 2020-2021 school year, between June 1, 2021 and June 30, 2021

Notice of retirement is non-revocable after January 15, 2021.

This bonus for early notification of retirement will allow for planning as the District prepares for the 2021-2022 school year. The request for submission by January 15, 2021, allows us to meet Board Agenda adoption guidelines so we can take this information to Board of Trustees at the first meeting in February.

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

Rob Thomas
Rob Thomas, for CSEA, Chapter 528

12/3/2020
Date

Donald Ogden
Donald Ogden, for Folsom Cordova Unified School District

11/20/2020
Date

Skyler Porras
Skyler Porras, CSEA Labor Representative

December 3, 2020
Date