

MEMORANDUM OF UNDERSTANDING BETWEEN CENTINELA VALLEY
UNION HIGH SCHOOL DISTRICT AND CENTINELA VALLEY SECONDARY
TEACHERS' ASSOCIATION

The Centinela Valley Union High School District (the "District") and the Centinela Valley Secondary Teachers' Association ("CVSTA") hereby enter into this Memorandum of Understanding ("MOU") with respect to an early retirement incentive to be offered under Education Code § 22714.5 ("AB 1207").

Under this MOU, Article 5.8 of the collective bargaining agreement between the parties shall be amended by deleting the existing language and replacing it with the following:

5.8 Early Retirement

- 5.8.1 A District paid early retirement incentive shall be offered to eligible employees who retire between June 30, 2004 and August 31, 2004, provided that the County Superintendent of Schools verifies that this proposal is a net savings to the district as outlined in AB 1207.
- 5.8.2 A District paid CALSTRS 2+2 Early Retirement Incentive Program as outlined in AB 1207 will be offered to eligible bargaining employees in 2004 only. To be eligible an employee must be currently employed and have STRS retirement eligibility.
- 5.8.3 Employees who participate in the 2+2 Early Retirement Incentive Program shall receive two years of service credit and two years of age credit as outlined in AB 1207.
- 5.8.4 Employees who participate in the 2+2 Early Retirement Incentive Program shall waive the District's contribution to the District's medical plan for themselves and their eligible dependants as of the effective date of their retirement in exchange for payment by the District of a waiver stipend in the amount of \$3,212.08 per annum for each retiree. For each retiree, this stipend shall be payable until the retiree attains the age of Medicare eligibility. Retirees under the program and their eligible dependants may purchase healthcare for their lifetime through the District's group health care plans. If an employee participating in this program elects continued vision and dental benefits, the District's portion of such benefits shall not exceed \$680 per annum.
- 5.8.5 Employees who wish to participate in this program shall notify the Assistant Superintendent, Human Resources in writing by April 30, 2004 of their intention to participate in the program and provide a STRS and/or a PERS statement of years of service. If the program is not approved, the employee is relieved of his/her obligation to retire.
- 5.8.6 A contract with the employee opting for this program shall be completed and signed by the Assistant Superintendent of Human Resources and the person who chooses to participate in the plan. This contract shall set forward all terms and conditions of participation.

- 5.8.7 Employees who participate in the plan must retire from the District in the stated period in order to be eligible to participate in this program and shall not be eligible for reemployment in any district in the State of California for 1 year and Centinela Valley Union High School District for 5 years.
- 5.8.8 Any employee who participates in the plan may request, in writing, that District provide a copy to CVSTA/SBUT of all documents and correspondence the District sends to LACOE, CDE, or any other public agency regarding the employee's participation in this plan. The District shall provide such copies to CVSTA/SBUT within three (3) working days of sending such documents and correspondence to the public agency.
- 5.8.9 Employees who do not have STRS eligibility and are in the PERS retirement system will receive up to 5 years paid PERS retirement credit.
- 5.8.9.1 Employees who are age 50 up to and including age 61 (but younger than 61 and 3 months) shall receive 5 years' credit.
- 5.8.9.2 Employees who are between the ages of 61 and 63 shall receive 2 years' credit, plus additional credit as follows:

Age	Years of Additional Credit
61.25	2.625
61.5	2.25
61.75	1.875
62	1.5
62.25	1.125
62.5	.75
62.75	.375

- 5.8.9.3 Employees who are 63 and older shall receive 2 years' credit.

All PERS members shall meet the same timeline as STRS members for this retirement credit.

Agreed and accepted by:

**CENTINELA VALLEY SECONDARY
TEACHERS ASSOCIATION**

By: _____

Jim Weber

DATED: 3-19-04

By: _____

Betty Sutterland

DATED: 3/19/04

By: Lourdes Franco
Lourdes Franco

DATED: 3/19/04

By: Norm Furutani
Norm Furutani

DATED: 3/19/04

By: Sandra J. Goins
Sandra J. Goins

DATED: 3/19/04

By: Scott McVarish
Scott McVarish
SBUT Executive Director

DATED: 3/19/04

CENTINELA VALLEY UNION
HIGH SCHOOL DISTRICT

By: Sonja Davis
Sonja Davis,
Assistant Superintendent

DATED: 3-19-04

By: Jack Goad
Jack Goad,
Assistant Superintendent

DATED: 3/19/04

By: Cheryl M. White
Cheryl M. White,
Assistant Superintendent

DATED: 3-19-04

By: Ellen J. Shadur
Ellen J. Shadur,
District Counsel

DATED: 3/19/04