



SIDE LETTER Retirement Incentive Program

This SIDE LETTER is entered into by and between the Mt. San Antonio Community College District (District), and California School Employees Association and its Mt. San Antonio College Chapter 262 (CSEA). This SIDE LETTER shall not be deemed precedent setting.

Intent: The retirement incentive program is intended to provide additional motivation for employees to finalize their retirement timeline with the District.

1. Eligibility

- a. The requirement to participate in the retirement incentive program is that the unit member is a permanent employee who has five (5) or more years of service with the District as of June 30, 2024, and is eligible to retire under the unit member's retirement system (CalPERS or CalSTRS). If the unit member is not a part of either retirement system, they shall be considered to be eligible with five (5) or more years of service with the District and be at least age fifty-two (52) as of June 30, 2024.
- b. Participation in the retirement incentive program is voluntary.
- c. Last day in paid status shall be from July 1, 2023 through December 31, 2024.
- d. For retirement system members, the retirement incentive shall be considered earned after the unit member's CalPERS or CalSTRS retirement date.

2. Incentive

- a. The District shall provide a one-time lump sum payment of \$20,000 pro-rated based on the employee's FTE, payable on the next corresponding pay cycle following the retirement date.

3. Health and Welfare

- a. Unit Members who meet the eligibility requirements in Article 09.03:
 - i. Continued medical coverage shall comply with Article 9 Health and Welfare under the collective bargaining agreement.

4. Timeline:

- a. This agreement shall be reviewed and subject to board approval at the April 10, 2024, board of trustees meeting.



- b. Unit members participating in the retirement incentive program shall submit their completed packets and retirement resignations to the District by April 30, 2024.
 - c. The Final participation number shall be reviewed and subject to board approval at the May 8, 2024, board of trustees meeting.
 - d. If fewer than 80 employees district wide participate in the retirement incentive program the District may withdraw the incentive, provided it notifies enrolled employees of the withdrawal on or before May 10, 2024.
 - e. If, for any reason, the incentive program is withdrawn, unit members may elect to rescind their retirement resignations on or before May 31, 2024. Unit members shall be given the option at the time they submit their resignation paperwork to automatically withdraw their resignation if the incentive program is terminated. Any retirement resignations that are not rescinded on or before May 31, 2024, shall be deemed official resignations and irrevocable.
- Unit members who have an initial submission of one of the applications listed under Article 17 prior to January 1, 2024, will have their application prioritized and reviewed by the District prior to their retirement date. Any salary adjustment will be in accordance with the collective bargaining agreement, and the final compensation reported to CalPERS and/or CalSTRS will be adjusted accordingly.
 - Once the final salary schedule adjustment for the 2023-2024 fiscal year is reached between CSEA 262 and the District, unit members who retire from the District through this retirement incentive program, will receive a retroactive payment for the months worked. The final compensation report to CalPERS and/or CalSTRS will be adjusted accordingly.
 - If any employee group receives a higher level of compensation incentive when accepting a retirement incentive by December 31, 2024, CSEA 262 will receive the same compensation.
 - The District agrees to provide CSEA 262 with a report of the final amount of savings to the college projected for the campus acceptance of this retirement incentive by employee groups no later than May 10, 2024.



ACCEPTED AND AGREED TO:

FOR THE DISTRICT

Martha Garcia

Martha Garcia (Mar 22, 2024 12:11 PDT)

Martha Garcia, College President/CEO

Mar 22, 2024

Date

FOR CSEA, Chapter 262

Rosa Asencio

Rosa Asencio, CSEA, Chapter 262 President

Mar 21, 2024

Date

M. Crawford

Mark Crawford (Mar 22, 2024 07:52 PDT)

Mark Crawford, Labor Relations Representative

Mar 22, 2024

Date