

## MEMORANDUM OF UNDERSTANDING

Perris Union High School District (District)  
and the  
California School Employee Association (CSEA) and Its Chapter, Perris Valley # 469

### 2018 RETIREMENT STIMULUS PLAN

February 2, 2018

This Memorandum of Understanding ("MOU") is made and entered into effective February 2, 2018 ("Effective Date"), by and between the PERRIS UNION HIGH SCHOOL DISTRICT ("the District") and CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION, AND ITS CHAPTER, PERRIS VALLEY #469 ("Association") (hereafter collectively referred to as "the Parties").

#### RECITALS

1. Offering veteran classified employees with a retirement stimulus plan provides a potential cost savings to the District which is compounded annually.
2. Classified employees who are eligible to retire within the California Public Employees' Retirement System (CalPERS) have reported to the District that they are choosing not to retire solely due to ongoing health care costs.

#### AGREEMENT

Therefore, the parties agree as follows:

1. The District shall offer a retirement incentive to active classified employees who:
  - a. will be fifty-five (55) years of age by June 30, 2018; and
  - b. have provided a minimum of ten (10) years of services to the District as a classified employee; and
  - c. submit an irrevocable letter of resignation to Human Resources by **March 23, 2018** with an effective no later than June 30, 2018.
2. An eligible unit member may choose one of the following incentives:
  - a. An annual contribution of up to ten thousand dollars (\$10,000) per year for up to a maximum of five (5) years towards classified health & welfare benefit premiums or until the end of the month the unit member turns sixty-five (65) years of age and is eligible for Medicare or Medicaid; or

- b. A one-time bonus incentive of twenty-five thousand dollars (\$25,000) payable to the unit member in June 2018.
3. The incentive shall be prorated for unit members whose shift is less than full time and regularly work less than forty (40) hours per week. Extra duty and overtime shall not be used when calculating the proration.
4. If the unit member chooses the annual contribution towards health & welfare benefits described in section 2.a., it is understood that the unit member may elect any of the medical, dental and vision plans offered to active classified unit members. The unit member may elect single, two-party or family coverage should they need to cover eligible dependents. In most cases, the District's contribution will fully cover the unit member's health & welfare premiums for single coverage; however, the unit member is responsible for any costs above and beyond the District's annual contribution.
5. If the unit member selects the one-time bonus of twenty-five thousand dollars (\$25,000) described in section 2.b., this amount will be included with the unit member's final paycheck.
6. This retirement incentive shall only be offered to unit members who are actively employed with the District on February 1, 2018.
7. If the District determines that enrollment in the retirement incentive does not provide a financial savings, the District may rescind this retirement incentive on or before March 29, 2018. If the District chooses to rescind the Retirement Stimulus Plan, unit members may revoke their letters of resignation on or before April 9, 2018.
8. It is understood that this retirement incentive is for the 2017-2018 school year only and is not intended to be offered for the 2018-2019 school year or subsequent years.

This Agreement constitutes the entire agreement and understanding of the Parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained herein. All prior understandings, terms, or conditions, written, oral, expressed, or implied, are superseded by this Agreement.

This Agreement cannot be changed or supplemented orally and may be modified or superseded only by written instrument executed by both Parties.

The language of all parts of this Agreement shall, in all cases, be construed as a whole, according to its fair meaning, and not strictly for or against either party.

It is agreed and understood this agreement is subject to all approvals required under the CSEA Policy 610, as well as the Perris Union High School District Governing Board approvals.

Dated this 2<sup>nd</sup> day of February 2018

**Association:**



Joshua Rushing  
CSEA Chief Union Steward



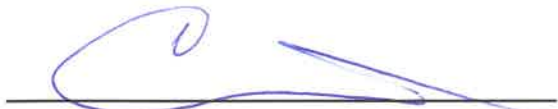
Helen Stimach  
President, CSEA



Tara Hefner  
CSEA Representative



Alvin Hill  
CSEA Representative

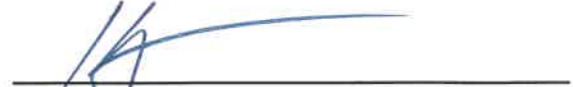


Crystal Horton  
CSEA Representative



Lisa Towery  
CSEA Labor Relations Representative

**District:**



Kirk Skorpanich  
Assistant Superintendent, Human Resources



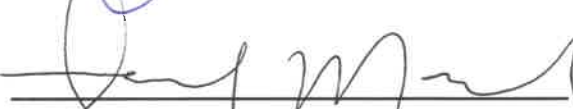
Candace Reines  
Deputy Superintendent, Business Services



Nick Hilton  
Director, Human Resources



Judy Miller  
Director, Risk Management



Audrey Mitchell  
Director, Nutrition Services