

## MEMORANDUM OF UNDERSTANDING

### California Military Institute (Charter) and the California Military Institute Teachers Association (CMITA)

#### 2018 RETIREMENT STIMULUS PLAN

February 1, 2018

This Memorandum of Understanding (“MOU”) is made and entered into effective February 1, 2018 (“Effective Date”), by and between the CALIFORNIA MILITARY INSTITUTE (“the Charter”) and CALIFORNIA MILITARY INSTITUTE TEACHERS ASSOCIATION (“Association”) (hereafter collectively referred to as “the Parties”).

#### RECITALS

1. Replacing veteran certificated employees with new hires provides a cost savings to the District which is compounded annually.
2. Certificated employees who are eligible to retire within the California State Teachers Retirement System (CalSTRS) have reported to the Charter that they are choosing not to retire solely due to ongoing health care costs.

#### AGREEMENT

Therefore, the parties agree as follows:

1. The Charter shall offer a Retirement Stimulus Plan to active certificated employees who will be sixty (60) years of age by June 30, 2018 and who 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 five (5) years towards certificated health & welfare benefit premiums 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. 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 certificated unit members. The unit member may elect single, two-party or family coverage should they need to cover eligible dependents. In most cases, the Charter’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 Charter’s annual contribution.

4. 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.
5. This Retirement Stimulus Plan shall only be offered to unit members who are actively employed with the Charter on February 1, 2018 and shall not be offered to any unit members who has been issued dismissal charges prior to the effective date of this Agreement.
6. If the Charter determines that enrollment in the Retirement Stimulus Plan does not provide a financial savings, the Charter may rescind this Retirement Stimulus Plan on or before March 29, 2018. If the Charter chooses to rescind the Retirement Stimulus Plan, unit members may revoke their letters of resignation on or before April 9, 2018.
7. It is understood that this Retirement Stimulus Plan 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.

Dated this 14th day of February 2018

**Association:**

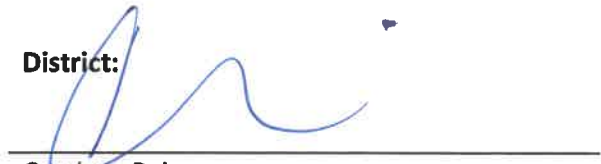


Mitchell Osborn  
President, CMITA



Angel Love-Behrens  
CMITA Representative

**District:**



Candace Reines  
Deputy Superintendent, Business Services



Kirk Skorpanich  
Assistant Superintendent, Human Resources