

RESOLUTION NO. 2:17-18

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE CALIFORNIA MILITARY INSTITUTE
IMPLEMENTING A RETIREMENT STIMULUS PLAN**

WHEREAS, the Board of Trustees of the California Military Institute has determined that offering a Retirement Stimulus Plan provides certain benefits to the Charter; and

WHEREAS, a number of employees, both Certificated and Classified, have reported they are choosing not to retire solely due to ongoing health care costs; and

WHEREAS, offering a Retirement Stimulus Plan will increase and accelerate the retirement rate, in excess of the natural attrition rate for employees; and

WHEREAS, a budgetary savings could be generated if veteran employees who elect to voluntarily exercise their option to separate from the Charter under such a plan are replaced with employees starting at a lower base salary; and

WHEREAS, with the expected teacher shortfall, hiring replacement teachers earlier in the shortfall period will provide for a significantly larger and higher quality pool of candidates.

NOW, THEREFORE, THE BOARD OF TRUSTEES OF THE CALIFORNIA MILITARY INSTITUTE DOES HEREBY RESOLVE, DETERMINE AND ORDER AS FOLLOWS:

Section 1. The foregoing recitals are true and correct and are incorporated herein by this reference.

Section 2. The Board hereby establishes a voluntary Retirement Stimulus Plan for Certificated and Classified employees of the Charter effective February 21, 2018.

Section 3. For purposes of this plan, Certificated employees are defined as employees within the California Military Institute Teachers Association, Certificated Management employees, or any other Certificated employee of the Charter.

Section 4. For purposes of this plan, Classified employees are defined as unrepresented Classified employees of the Charter.

Section 5. To be eligible for the Retirement Stimulus Plan, Certificated employees must be at least sixty (60) years of age by June 30, 2018.

Section 6. To be eligible for the Retirement Stimulus Plan, Classified employees must be at least fifty-five (55) years of age and have provided a minimum of ten (10) years of services to the Charter by June 30, 2018.

Section 7. Retirement Stimulus Plan shall only be offered to employees with an active employment status with the Charter on February 1, 2018.

Section 8. Employees who has been issued dismissal charges will not be eligible unless participation in the Retirement Stimulus Plan is included as part of a settlement agreement.

Section 9. Eligible employees may elect to receive an annual contribution of \$10,000 towards health and welfare benefits until 65 years of age, the age at which employee may be eligible for Medicare or Medicaid, except that Classified employees will only be eligible for this annual contribution for a maximum of five (5) years.

Section 10. Employees shall be eligible to select single, two-party or family for any medical, dental and vision benefit package offered to current employees in their employee group in addition to any benefit packages that may be offered to retirees.

Section 11. Alternatively, in lieu of the health and welfare benefits contribution, eligible employees may instead elect to receive a one-time bonus incentive of twenty-five thousand dollars (\$25,000) payable in June 2018.

Section 12. The incentive options will be prorated for any Classified employee 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.

Section 13. Employees electing to participate in the Retirement Stimulus Plan submit an irrevocable letter of resignation to Human Resources by March 23, 2018 with an effective no later than June 30, 2018.

Section 14. If the Charter determines that enrollment in the Retirement Stimulus Plan does not provide a financial savings, the Charter may rescind the plan on or before March 29, 2018. If the Charter chooses to rescind the Retirement Stimulus Plan, employees may revoke their letters of resignation on or before April 9, 2018.

Section 15. The Board hereby authorizes and directs the Deputy Superintendent, Business Services and the Assistant Superintendent, Human Resources to administer the Retirement Stimulus Plan, taking all necessary and appropriate actions to effectuate the purpose of this Resolution.

ADOPTED, SIGNED AND APPROVED this 21st day of February, 2018.

CALIFORNIA MILITARY INSTITUTE

By: _____
President, Board of Trustees of the California Military Institute

ATTEST:

By: _____
Clerk, Board of Trustees of the California Military Institute

STATE OF CALIFORNIA)
) ss.
COUNTY OF RIVERSIDE)

I, David G. Nelissen, Clerk, Board of Trustees for the California Military Institute, do hereby certify that the foregoing Resolution was duly adopted by the Board of Trustees during a regularly scheduled meeting held on February 21, 2018, and that it was so adopted by the following vote:

Ayes: _____, Noes: _____, Abstain: _____, Absent: _____

Dr. Jose Luis Araux _____
Edward Garcia, Jr. _____
David Nelissen _____
Anthony T. Stafford, Sr. _____
Carolyn Twyman _____

Clerk, Board of Trustees of the California Military Institute

COUNTY OF RIVERSIDE

STATE OF CALIFORNIA)
) ss.
)

I, David G. Nelissen, Clerk, Board of Trustees of the California Military Institute, do hereby certify that the foregoing is a full, true and correct copy of Resolution No. 2:17-18 of said Board of Trustees, and that the same has not been amended or repealed and is fully effective as of this date.

Dated: February 21, 2018

Clerk, Board of Trustees of the California Military Institute