



Montebello Unified School District  
and  
Montebello Teachers Association



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**Amendment to the Retirement Declaration Incentive  
for Certificated Bargaining Unit Members  
Memorandum of Understanding**

The District proposes the following offer to any eligible bargaining unit member during the 2018-2019 school year:

Certificated bargaining unit members who are eligible to retire, and:

- Have served fifteen (15) years or more in MUSD
- Will retire under the provisions of the State Teachers Retirement System (STRS)
- Are at least fifty-five (55) years of age at retirement

shall be paid a \$25,000 retirement incentive if the member submits, to Human Resources, a signed resignation letter on or before April 29, 2019 with resignation effective no earlier than June 14, 2019 but no later than the member's last contract day. The incentive will be paid as follows:

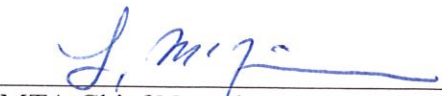
- \$12,500 on July 1, 2019
- \$12,500 on July 1, 2020

**Disclosures:**

- Bargaining Unit members who submitted a letter of resignation by February 15, 2019 have qualified for the incentive and the resignation is non-rescindable.
- MUSD will not have a Reduction in Force (RIF) for the 2019 – 2020 school year.
- MUSD and MTA will not consider a retirement incentive until after the 2022 – 2023 school year.
- Upon request, resignation letters will be kept confidential.

  
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MUSD Chief Negotiator's Signature

February 19, 2019  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
MTA Chief Negotiator's Signature

February 19, 2019  
\_\_\_\_\_  
Date