$25,000 Retirement Declaration Incentive Offered through Friday, February 15

In an attempt to avert a March 15 Reduction in Force (RIF or Layoff) the District has offered an incentive for early declaration of retirement. Many times members keep their retirement plans private until the end of the school year. The District is offering $25,000 to be paid over two years for those who will commit to signing a non-revocable retirement/resignation for June 15-30, 2019. The following outlines the incentive:

- A minimum of 75 members of the bargaining unit must participate. If less than 75 individuals sign a resignation letter on or before February 15, the offer will be rescinded and the resignations may be withdrawn by March 1.
- The $25,000 will be paid to each eligible retiree in two equal payments: the first July 1, 2019 and the second July 1, 2020.
- The District will not offer another incentive until after 2022-2023.
- The names of retirees who participate in the incentive may be kept confidential upon request.

Come to the Retiree Benefits Workshop January 29

The Association will offer a workshop on retirement benefits Tuesday, January 29 beginning at 3:30 p.m. in the MTA CC: 920 W. Whittier Blvd. No reservations are necessary.

The training will be held a second time Tuesday, March 26 also at 3:30 p.m. at the MTA CC.

Your family is welcome to attend the retiree benefits training.
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 February 15, 2019 with resignation effective no earlier than June 14, 2019 but no later than the member’s last contract day. This one-time $25,000 retirement incentive shall only be paid if a minimum of 75 members submit a signed retirement letter to Human Resources. The incentive will be paid as follows:

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

Disclosures:
- Bargaining Unit members have the option to rescind their resignation letter, by March 1, 2019, if the minimum of 75 members is not met.
- MUSD and MTA will not consider a retirement incentive until after the 2022 – 2023 school year.
- Upon request, resignation letters will be kept confidential.

[Signatures]
MUSD Chief Negotiator’s Signature
Date: January 18, 2019

MTA Chief Negotiator’s Signature
Date: 01/18/2019