

MEMORANDUM OF UNDERSTANDING

**Perris Union High School District (PUHSD)
and the
Perris Secondary Educators Association (PSEA)**

2018 RETIREMENT BONUS EXTENSION

January 26, 2018

This Memorandum of Understanding ("MOU") is made and entered into effective January 26, 2018 ("Effective Date"), by and between the PERRIS UNION HIGH SCHOOL DISTRICT ("the District") and PERRIS SECONDARY EDUCATORS ASSOCIATION ("Association") (hereafter collectively referred to as "the Parties").

RECITALS

1. This year, the District will be offering a Retirement Stimulus Program to all 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 date no later than June 30, 2018.
2. Certificated employees who are eligible and choose to participate may choose one of the following incentives:

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

A one-time bonus incentive of twenty-five thousand dollars (\$25,000) payable to the unit member in June 2018.

3. The District also has an interest in extending the retirement bonus deadline specified in Appendix A of the Collective Bargaining Agreement to allow bargaining unit members the opportunity take advantage of the retirement incentive, as well as the bonus in Appendix A.

AGREEMENT

Therefore, the parties agree as follows:

1. The deadline for unit members to submit their irrevocable resignation to Human Resources to receive the retirement bonus specified in Appendix A of the Collective Bargaining Agreement (CBA) shall be extended to March 23, 2018, rather than February

- 1, 2018. There are no other changes or modifications to the CBA. To be eligible for the ten thousand dollar (\$10,000) retirement bonus stipulated, unit members must be on Column 6 of the certificated salary schedule with at least twenty (20) years of service to the District, and the effective date on their resignation must be no later than June 30, 2018. This ten thousand dollar (\$10,000) bonus is in addition to any other incentive provided by the District.
2. This extension shall only be offered to unit members who are actively employed with the District on January 26, 2018 and shall not be offered to any unit member who has been issued dismissal charges prior to the effective date of this Agreement.
 3. If, for any reason, the District chooses to rescind the Retirement Stimulus Program, unit members may revoke their letters of resignation on or before April 9, 2018. Unit members who do not revoke their letters of resignation shall still receive the bonus outlined in section 1 above. Is there a date by which the district must decide whether or not to rescind?
 4. It is understood that this extension is for the 2017-2018 school year only and shall sunset on June 30, 2018. Neither the Retirement Stimulus Program nor extension to the deadline is Appendix A of the CBA are 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 26th day of January 2018

Association:

District:


Vickey Mueller
President, PSEA


Candace Reines
Deputy Superintendent, Business Services


Holly Santistevan
PSEA Representative


Kirk Skorpanich
Assistant Superintendent, Human Resources