
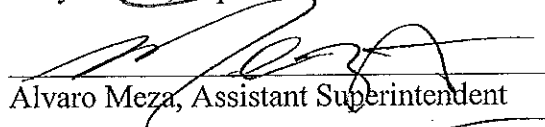




Side letter Agreement – Memo of Understanding
Retirement Incentive for Certificated Bargaining Unit Members
February 2010

It is agreed to and understood that the Santa Cruz City Schools District (SCCSD) will enter into an agreement with the Greater Santa Cruz Federation of Teachers for a retirement incentive for the K-12 unit that includes the following agreements:

1. Criteria: Must be 55 years or older and worked for or have been in 'active status' with SCCSD for 10 consecutive years.
2. The initial offer is 80% of current salary and will be paid out to employees within the terms and length of the agreement.
3. The number of retirees and the net savings to the district must produce/yield no less than \$700,000 in the 2010-11 year.
4. This agreement is contingent upon raising class sizes K-3 and staffing to contract in all other grades.
5. This agreement includes capping incoming certificated salaries at 5 years service credit effective July 1, 2010 until otherwise negotiated, except by mutual agreement. There will not be any "retro catch up" on the salary schedule unless renegotiated as such.
6. The District has requested PARS expedite the process for interested employees.
7. The District will process certificated employees on RTW based on the FTE prior to entering the RTW program. Any additional costs incurred by this arrangement will be deducted from the overall cost benefit.
8. The District will adhere to the contractual Pre-Retirement options 1 and 2. Any additional Pre-Retirement Option 1 requests exceeding 5% of certificated staff as stated in Article XXIV.A.4, will be deducted from the overall cost benefit to the district.

 _____ Gary Bloom, Superintendent	<u>4/3/10</u> _____ Date
 _____ Alvaro Meza, Assistant Superintendent	<u>02/03/2010</u> _____ Date
 _____ Barry Kirschen, GSCFT President	<u>2/3/2010</u> _____ Date
 _____ Mark McConnell, Chief Negotiator, GSCFT	<u>2-3-2010</u> _____ Date