

MEMORANDUM OF UNDERSTANDING  
between the  
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT  
and the  
FOLSOM CORDOVA EDUCATION ASSOCIATION

**Early Notification of Retirement Incentive**  
11-16-2021

Folsom Cordova Unified School District has authorized a one-time "Early Notification of Retirement Incentive" of \$1,500 to any full-time FCEA FCUSD employee (1.0 FTE) who submits to Human Resources, via TalentEd Records, by January 14, 2022, his/her official request to retire between June 1, 2022, and June 30, 2022. The bonus will be prorated for part-time employees. In order to qualify for this one-time bonus, the written request must be submitted via TalentEd Records, no later than 4:00 p.m. on January 14, 2022.

You must meet the following criteria set forth by the District:

1. Must be employed by the District as of December 11, 2021
2. Are eligible to retire under CalSTRS (fifty-five (55) years of age with five (5) years of CalSTRS service or fifty (50) years of age with thirty (30) years of CalSTRS service)
4. Have five (5) years of District service as of June 30, 2022
5. Have retired from District employment effective after the completion of the 2021-2022 school year, between June 1, 2022 and June 30, 2022

Notice of retirement is non-revocable after January 14, 2022.

This incentive for early notification of retirement will allow for planning as the District prepares for the 2022-2023 school year. The request for submission by January 14, 2022, allows us to meet Board Agenda adoption guidelines so we can take this information to the Board of Education at the first meeting in February.

This is a one-time agreement and is not precedent setting.

Debra Krikourian

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FOR THE FOLSOM CORDOVA  
EDUCATION ASSOCIATION

November 16, 2021

Date



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FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

November 16, 2021

Date