

MEMORANDUM OF UNDERSTANDING  
between the  
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT  
and  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER CHAPTER  
#528 ("CSEA")

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

This Memorandum of Understanding shall be in effect upon ratification. The parties have met, negotiated, and agreed to the following:

Folsom Cordova Unified School District has authorized a one-time "Early Notification of Retirement Filing Bonus" of \$1,500 to any full-time FCUSD employee who meets the FCUSD criteria and 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. Have an FTE of 0.50 or greater as of December 11, 2021
3. Are eligible to retire under CalPERS
4. Have five (5) years of District service as of June 30, 2022
5. Have resigned from District employment effective after the completion of the 2021-2022 school year, between June 1, 2022 and June 30, 2022

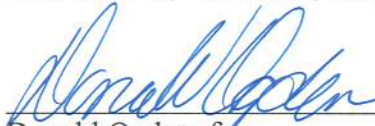
Notice of retirement is non-revocable after January 14, 2022.

This bonus 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 Board of Education at the first meeting in February.

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

  
\_\_\_\_\_  
Rob Thomas, for CSEA, Chapter 528

12/1/21  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Donald Ogden, for  
Folsom Cordova Unified School District

11-16-21  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Dominic Gualco, CSEA Labor Representative

12/1/21  
\_\_\_\_\_  
Date