



## **SIDE LETTER**

This SIDE LETTER is entered into by and between the Mt. San Antonio Community College District (District) and the Faculty Association. This SIDE LETTER shall not be deemed precedent-setting and shall not be construed as an admission of any wrongdoing or liability by either party to this SIDE LETTER.

*Intent: The retirement incentive program is intended to provide additional motivation for employees to finalize their retirement timeline with the District.*

With the goal of ensuring equal opportunity for all professors considering retirement, the District and the Faculty Association embrace the incentive program offered below. The District and the FA recognize the many years of service faculty have dedicated to the communities we serve as an integral part of our history. The retirement incentive program is offered for a limited time this year to provide additional consideration for their retirement. This incentive will not be offered in the near future.

It is understood that:

- This is a cost-savings agreement.
- Any faculty members may revoke the Voluntary Early Retirement Separation Agreement should the Board not approve the incentive by May 31, 2024.
- Retirement incentives will be retroactive to July 1, 2023.
- The District will arrange for CalSTRS and CalPERS counseling for eligible retirees prior to the deadline for filing their Voluntary Early Retirement Separation Agreement.
- The Faculty Association will have open office hours explaining the terms of Voluntary Early Retirement Separation Agreement.
- A list of all eligible faculty will be provided to the Faculty Association.

### 1. Eligibility

- a. The requirement to participate in the retirement incentive program is that the professor is an active full-time professor who has five (5) or more years of

service with the District as of June 30, 2024 and is eligible to retire under the unit member's retirement system (CalPERS or CalSTRS) as of their retirement date.

- b. Participation in the retirement incentive program is voluntary.
  - c. Retirement dates shall be the last day of the Spring, Summer, or Fall 2024 terms.
  - d. The retirement incentive shall be considered earned after the professor's CalPERS or CalSTRS retirement date.
2. Incentive
- a. The District shall provide a one-time lump sum payment of \$20,000 payable on the next corresponding pay cycle following the retirement date.
3. Health and Welfare
- a. Professors who meet the eligibility requirements\* in Article 8.F:
    - i. Continued medical coverage shall comply with Article 8: Health and Welfare article under the collective bargaining agreement.

\*Full-time professors hired after December 31, 1995, and served 10 years of credited full-time service with the District are eligible for fully paid major medical benefits during their lifetime.

4. Timeline:
- a. This agreement shall be reviewed and subject to Board approval at the April 10, 2024, Board of Trustees meeting.
  - b. Professors participating in the Retirement Incentive Program shall submit their completed packets and retirement resignations to the District by April 30, 2024.
  - c. Final participation number shall be reviewed and subject to Board approval at the May 8, 2024, Board of Trustees meeting. If the Board does not approve the retirement incentive program, professors may elect to rescind their retirement resignations before May 31, 2024. Any retirement resignations that are not rescinded by May 31, 2024 shall be deemed official resignations and irrevocable.
  - d. The District requires eighty (80) employees district-wide to participate in the retirement incentive program. If a level of participation acceptable to the District has not been reached as of the enrollment deadline, the District may withdraw the incentive, provided it notifies enrolled employees of the withdrawal on or before May 10, 2024.

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5. Final Compensation:

- a. Once final compensation adjustments for the 2023-2024 fiscal year are reached between the Faculty Association and the District, professors who retire from the District through this Retirement Incentive Program will receive a retroactive payment for the months worked. The final compensation report to CalSTRS and/or CalPERS will be adjusted accordingly.

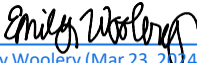
**ACCEPTED AND AGREED TO:**



Sandra Esslinger  
Chief Negotiator, Faculty Association

Mar 23, 2024

Date



[Emily Woolery \(Mar 23, 2024 09:24 PDT\)](#)

Emily Woolery  
President, Faculty Association

Mar 23, 2024

Date

Martha Garcia

[Martha Garcia \(Mar 23, 2024 11:38 PDT\)](#)

Martha Garcia  
College President/CEO

Mar 23, 2024

Date

S.E.  E.W.  M.G. 