

PROPOSAL FOR A MEMORANDUM OF UNDERSTANDING
BETWEEN THE RANCHO SANTA FE SCHOOL DISTRICT AND
THE RANCHO SANTA FE FACULTY ASSOCIATION
FOR A ONE-TIME, THIS SCHOOL YEAR (2018-2019) ONLY
EARLY RESIGNATION/RETIREMENT INCENTIVE PLAN

This Memorandum Of Understanding (hereinafter “MOU”) is entered into by and between the Rancho Santa Fe School District (hereinafter “District”) and the Rancho Santa Fe Faculty Association (hereinafter “Association”).

- A. The District and the Association agree that the District shall make available a one-time Early Resignation/ Retirement Incentive Plan or “ERI Plan” for eligible certificated employees during the 2018-2019 school year only.
- B. To be eligible for this one-time, this school year only ERI Plan, a certificated employee must be at least fifty-two (52) years of age as of June 30, 2019, and must be a permanent certificated employee of the District at Step 15 or above on the Salary Schedule as of June 30, 2019. Certificated employees who have already retired from the District, but who continue to work for the District, are not eligible.
- C. In order to be effective, a minimum of two (2) eligible certificated employees must submit their voluntary and irrevocable letters of resignation to the District no later than March 1, 2019, to be effective no later than July 1, 2019. If two (2) or more eligible certificated employees submit such letters of resignation no later than March 1, 2019, the District shall implement the ERI Plan for all those eligible employees who timely filed such letters of resignation with the District.
- D. This one-time, this school year only ERI Plan is that for each eligible certificated employee who timely files a voluntary and irrevocable letter of resignation to the District, the District shall pay the certificated employee thirty-five percent (35%) of his/her salary based on the Certificated Salary Schedule in effect for 2018-2019, no later than August 31, 2019.

For any certificated employee between the age of fifty-two (52) and sixty-five (65) who resigns in accordance with all the provisions of this MOU, the District also shall contribute up to the maximum cap for current employees for employee only health and dental coverage consistent with Article 3 in the Parties’ Agreement.
- E. This one-time, this school year only ERI Plan shall not be construed or be used as evidence of any precedent or practice in the District.
- F. This ERI Plan is in addition to any benefits in the Agreement between the District and the Association, including Article 8.

G. This Agreement is not effective until ratified by the Governing Board of the District.

For The Association: _____ Date _____

For The District: _____ Date _____

Ratified by the Governing Board: _____ Date _____