

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT

RESOLUTION NO. 20-21/045

**A RESOLUTION OF THE BOARD OF EDUCATION OF THE
CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT
ADOPTING THE EXTENDED 2020-2021 EARLY RETIREMENT INCENTIVE PLAN**

The Board of Education of the Centinela Valley Union High School District (“Board”) does hereby resolve as follows:

WHEREAS, the Board finds it is in the best interest of the Centinela Valley Union High School District to offer a retirement incentive to certain eligible employees; and

WHEREAS, the Board approved Resolution No. 20-21/014, on October 13, 2020, thereby adopting the 2020-2021 Early Retirement Incentive Plan;

WHEREAS, pursuant to the 2020-21 Early Retirement Incentive Plan, eligible classified employees were required to submit a signed resignation notice between October 14, 2020 and December 31, 2020, which designated an effective date of retirement of no later than June 30, 2021;

WHEREAS, pursuant to the 2020-21 Early Retirement Incentive Plan, eligible certificated employees were required to submit a signed resignation notice between October 14, 2020 and December 31, 2020, which designated an effective date of retirement between June 11, 2021 and June 30, 2021;

WHEREAS, the Board finds it is in the best interest of the Centinela Valley Union High School District to extend the timeline for eligible employees to submit a resignation notice; and

WHEREAS, eligible employees must submit a retirement notification between January 13, 2021 and January 29, 2021; and

WHEREAS, eligible employees must retire by no later than July 30, 2021; and

WHEREAS, eligible employees will receive the early retirement incentive upon confirmation of retirement with CalSTRS or CalPERS, as applicable; and

WHEREAS, it is estimated that the 2020-2021 Early Retirement Incentive Plan will result in cost savings to the District.

NOW, THEREFORE, THE BOARD DOES HEREBY RESOLVE, DECLARE, DETERMINE, AND ORDER AS FOLLOWS:

1. The Board hereby finds and determines that the foregoing recitals are true and correct.

2. The Centinela Valley Union High School District hereby adopts the Extended 2020-2021 Early Retirement Incentive Plan, attached hereto as Attachment 1, effective the date of this Resolution.

PASSED, APPROVED AND ADOPTED THIS 12th day of January 2021

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

Board President

ATTACHMENT 1

Extended 2020-2021 Early Retirement Incentive Program

The purpose of this extended early retirement incentive plan (“Retirement Incentive”) is to extend the original timelines under Resolution 20-21/014 and encourage eligible employees to voluntarily retire from the Centinela Valley Union High School District (“District”).

The District will provide a cash incentive in an amount that equals sixty percent (60%) of the eligible employee’s base salary, including longevity, for school year 2020-2021, subject to the following conditions:

1. Eligible employees must be current employees of the District who have been in active status for at least five (5) consecutive years of service with the District.
2. Eligible employees must be one of the following:
 - a. A regular full-time or regular part-time classified employee, who is not a limited term, provisional, emergency, restricted or substitute employee; or an employee exempted from the classified service by Education Code Section 45256, and 45258, who is a vested member of CalPERS; or
 - b. A regular full-time classified management or supervisory employee, who is a vested member of CalPERS; or
 - c. A permanent certificated employee who is a vested member of CalSTRS.
3. Eligible CLASSIFIED employees:
 - a. Must submit a signed resignation notice to the Human Resources Department between January 13, 2021 and January 29, 2021.
 - b. The resignation notice must designate the employee’s effective date of retirement, which shall be no later than July 30, 2021.
 - c. Employees who are retiring from service through CalPERS must complete any and all necessary steps to effectuate his or her retirement from service through CalPERS, including, but not limited to, submitting to CalPERS the service retirement application and any other required forms, documentation, and verifications prior to the employee’s receipt of and participation in the Retirement Incentive.
 - d. Any employee who receives and participates in the Retirement Incentive, but fails to retire from service through CalPERS, shall repay, reimburse, and/or remunerate the District for the full value of the Retirement Incentive received by the employee.

4. Eligible CERTIFICATED employees:

- a. Must submit a signed resignation notice to the Human Resources Department between January 13, 2021 and January 29, 2021.
- b. The resignation notice must designate an effective date of retirement, which shall be no later than July 30, 2021.
- c. Must complete the second semester of the 2020-2021 school year without being absent for more than ten (10) total pupil instructional days, as defined in Article 24.1.1 of the Collective Bargaining Agreement between the Centinela Valley Union High School District Board ("Board") and the Centinela Valley Secondary Teachers Association, regardless of the reason(s) for the absence(s). For purposes of the ten (10)-day maximum allotment of absences under this Paragraph 4(c), the District shall not count absences which date back prior to January 29, 2021.
- d. May designate an effective date of retirement earlier than July 30, 2021, provided, however, that such employee's receipt of and participation in the Retirement Incentive shall be contingent upon the District's ability to successfully hire a replacement employee, in the event that hiring such replacement employee is deemed necessary by the District. Accordingly, should the District deem it is necessary to hire a replacement employee, but is unsuccessful in hiring a replacement employee, an otherwise eligible certificated employee shall be required to designate an effective date of retirement of no later than July 30, 2021, in accordance with Paragraph 4(b).
- e. Must complete any and all necessary steps to effectuate his or her retirement from service through CalSTRS, including, but not limited to, submitting to CalSTRS the service retirement application and any other required forms, documentation, and verifications, prior to the employee's receipt of and participation in the Retirement Incentive.
- f. Any employee who receives and participates in the Retirement Incentive, but fails to retire from service through CalSTRS shall repay, reimburse, and/or remunerate the District for the full value of the Retirement Incentive received by the employee.