

EXHIBIT I

ARTICLE XVII

RETIREMENT

A. Reduced Work Schedule Program

The District has a program where, pursuant to a mutual agreement with a unit member, the unit member will undertake a specified reduced work schedule for a specified period of time prior to an agreed upon retirement date. Salary will be prorated based upon the reduction in workload, but District-paid health insurance will not be reduced. Both the teacher and the District will make full STRS contributions, and the teacher will be treated by STRS the same as if employed full time. (See Board Policy 4117.11.)

B. Early Retirement Medical Plan

The District shall continue its contributions for health and accident/major medical insurance ~~(See Article XVI)~~ for all unit members who retire from the District and with CALSTRS between the ages of 55 and 65 with at least 10 full years of District service. The contribution level from the District shall be the same as for active employees ~~(see Article XVI A above)~~. ~~Such e~~Contributions shall commence upon ~~such early retirement during the term of this Agreement and shall terminate at age 65. (See Article XVI for post 65 medical coverage.)~~ ~~Persons who commenced early retirement prior to this Agreement, and are therefore not covered hereby, may enforce any individual contract rights they may have, and for this purpose only, shall use the grievance/arbitration procedures of this Agreement (See Article IV).~~

~~(Section C from Fringe Benefits moved here)~~ Upon retirement of a current eligible unit member ~~from the District and with CalSTRS~~ at age 65 or older, ~~or upon an Early Retirement Plan participant (See Article XVII) reaching age 65,~~ the retiree and his/her eligible dependents shall be permitted to participate, at his/her own option and expense, in a District-sponsored retirement group medical plan supplemental to Medicare. The retiree must obtain Medicare Part A and B coverage, at the retiree's expense, make all required payments in advance, and comply with all requirements imposed by the District's benefit providers.

It is contemplated that the benefits under this Retirement Medical Plan, together with Medicare, will approximate the benefits provided to current employees pursuant to this Article.

C. Early Retirement Incentive

~~The District will offer an early retirement incentive to certificated employees who meet the following criteria:~~

- ~~1. The employee is at least fifty-five (55) years old at the time of retirement.~~
- ~~2. The employee has served at least ten (10) complete years as a full-time (1.0 FTE) certificated employer with the District; and~~

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3. — The employee resigns from the District prior to July 1, 2012, and meets all conditions specified for participation in the early retirement incentive program.

— The deadline for certificated bargaining unit employees to submit an irrevocable written resignation and request for participation in the District's early retirement incentive program is 5:00 p.m. on January 30, 2012. The early retirement incentive paid to each eligible certificated employee who retires at the conclusion of the 2011-12 school year will be \$50,000 if forty (40) unit members or more retire, \$40,000 if at least thirty (30) but less than forty (40) retire, and \$30,000 if at least one (1) but less than thirty (30) retire. The District shall pay the early retirement incentive in June, 2012. Eligible bargaining unit members may select the supplementary retirement plan option that best meets their needs. The early retirement incentive money will be deposited on behalf of the employee in an annuity selected by the District using a provider selected by the District. The District makes no representations or warranties regarding the tax or retirement consequences of the early retirement incentive. Retiring bargaining unit members shall be solely responsible for all tax and retirement consequences. This early retirement incentive program will be offered on a one-time basis for the 2011-12 school year only.