

Union Notes - March 19, 2013

SDEA and District Reach Agreement to Expand \$25,000 Retirement Incentive

After months of advocating for an expansion of the \$25,000 retirement incentive criteria bargained last summer, SDEA has reached agreement with the District to do exactly that.

Here are the new criteria to qualify for the \$25,000 retirement incentive:

- At least 20 years of District service in the SDEA bargaining unit **OR** at least 20 years of STRS credit, as of the date of retirement.
- Age 55 or over as of June 30, 2013.
- Top step of the salary schedule as of June 30, 2013.

To receive the \$25,000 incentive, by May 1 newly eligible members must submit an “irrevocable intent to retire” on or before June 30, 2013.

In order for the incentive to be expanded, at least 100 full-time SDEA members must file their paperwork on or before May 1, 2013.

If fewer than 100 members choose to participate, the District *may* cancel the expanded criteria. Should the District choose to cancel the expansion, impacted members will have the option of withdrawing their “irrevocable intent to retire.” If the 100-member threshold is met, members who retired last year and would have been eligible under the new criteria will also receive the incentive.

In addition to filing with SDUSD, members must complete all required CalSTRS paperwork by June 30, 2013. Part-time employees may also participate in the expanded program, and will receive a pro-rated incentive. *(Note: Employees will be considered full-time if they worked full-time for more than 80% of their careers, or are currently participating in the reduced workload program.)*

The deadline has also been *extended* for members who already qualified for the retirement incentive by having at least 25 years of District service in the SDEA bargaining unit. The new deadline to participate is April 15, 2013.