



## HUNTINGTON BEACH UNION HIGH SCHOOL DISTRICT

5832 Bolsa Avenue • Huntington Beach, California 92649  
(714) 903-7000

**Board of Trustees:**  
Bonnie Castrey  
Brian Garland  
Matthew Harper  
Susan Henry  
Michael Simons

**Van W. Riley, Ph.D., Superintendent of Schools**

### **Memorandum of Understanding Re: Early Notification of Intent to Retire Incentive**

#### **California School Employees Association and Huntington Beach Union High School District 2009-2010 School Year**

##### **Minimum Qualifications Required:**


Fifty-five (55) years of age with ten (10) years of full-time (30 hours or more per week) service in the District.

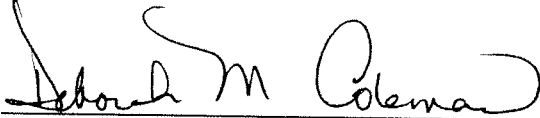
The District and CSEA agree to the following early notification and retirement incentive:

1. If qualifying unit members submit irrevocable letters of resignation to the District by Friday, January 8, 2010, with an effective retirement date no later than the last working day in the 2009-10 school year, the unit members shall each receive a retirement notification incentive of \$1200 or two percent (2%) of their base annual salary whichever is greater at the time of retirement. This retirement notification incentive shall be prorated for part-time unit members who meet the minimum qualification requirements established above.
2. "Base annual salary" is defined as the base salary including longevity but excluding any other stipend earned during the 2009-10 school year.
3. This incentive shall not be available to unit members who fail to submit timely notification of resignation.
4. Unit members submitting timely notification of resignation shall not be permitted to revoke or otherwise rescind their irrevocable resignation.
5. Qualification for continuing medical benefits, if any, is governed by contract and not by this memorandum of understanding.

*Our mission is to ensure all students learn and achieve to their maximum potential in a supportive and innovative environment that develops creative, responsible and productive individuals prepared to meet the challenges of the future.*

6. The names of all retirees will be submitted to the Board of Trustees at their February 9, 2010 meeting.
7. This is a one-year memorandum of understanding. For the 2010-2011 and 2011-2012 school years, an early retirement notification incentive shall not be available to any retiree.

  
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Christiane Garisek  
CSEA President  
11/04/2009  
\_\_\_\_\_  
Date

  
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Deborah M. Coleman  
Asst Supt – Human Resources  
November 4, 2009  
\_\_\_\_\_  
Date