



Adelanto *Elementary School District*

Memorandum of Understanding
Between
Adelanto Elementary School District (District)
And
Adelanto District Teachers Association (ADTA)
Regarding Retirement Incentive

The District has an interest in offering eligible bargaining unit members a financial incentive which will assist bargaining unit members considering retirement or early retirement decisions.

The District will offer a Retirement Incentive for bargaining unit members who wish to retire from the District during the 2022/2023 school year. This will assist the District in making staffing decisions for the 2023/2024 school year.


The conditions of the Retirement Incentive Program are as follows:

- I. Incentives – **Retirees**
 - a. The District will offer a thirty thousand (\$30,000) one-time payment to bargaining unit members who qualify for the Retirement Incentive.
 - b. This incentive will be offered to ten (10) people only. If there are more than 10 people that are interested and meet the conditions below, the 10 people will be selected based on seniority.

- II. Conditions for Early Notification Payment:
 - a. Must be a current Bargaining Unit Member
 - b. Must be a permanent employee
 - c. Must be 55 years of age or older by June 2, 2023
 - d. Must have worked in AESD for at least 20 years
 - e. Must have resigned or submitted their Notice of Resignation form between January 1, 2023 through May 5, 2023
 - f. All retirements are considered irrevocable, unless you are not one of the chosen 10.
 - g. All incentives are subject to all State and Federal withholdings, and will be paid by the District to the eligible members by July 1, 2023.

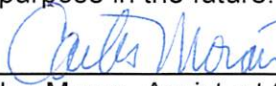
- III. Notice of Resignation for purposes of Retirement must be submitted to Dana Curtis in the HR Department by 3:00 PM, Friday, May 5, 2023.

This MOU applies for the 2022/2023 school year and shall expire at the end of business on Friday, June 2, 2023, and thereafter shall be of no further force or effect, and no party hereto shall cite this MOU or its terms as past practice for any purpose in the future.



Jennifer Rader, President
Adelanto District Teachers Association

4/27/23
Date



Carlos Moran, Assistant Superintendent,
Human Resources

4/27/23
Date