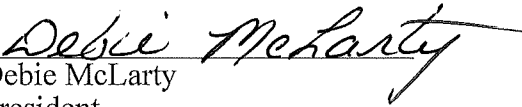



**SIDE LETTER AGREEMENT
BETWEEN
MANTECA UNIFIED SCHOOL DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 50**

September 18, 2020

Early Retirement Incentive

The District will provide an early retirement incentive to eligible unit members consistent with the Supplementary Retirement Plan through Public Agency Retirement Services. The incentive provides three different benefit levels dependent on the effective date of the unit member's retirement (i.e., PARS 60% of final pay plan for those members who resign/retire effective January 4, 2021 and PARS 20% of final pay plan for those members who resign/retire effective February 26, 2021 and PARS 20% of final pay plan for those members who resign/retire effective June 30, 2021). The availability of this retirement incentive is contingent on a minimum participation level or fiscal objective being met as determined by the Board of Education. A member must decide on an effective resignation/retirement date upon plan enrollment and provide notification of this decision by submitting a District Letter of Resignation by December 2, 2020. If the fiscal objectives are not met, this retirement incentive will not be implemented, and any resignation/retirement letters tendered to participate will not be processed. The early retirement benefit is subjective to further discussion with PAR for financial review and percentages may change based on new data of retirees.


Debie McLarty
President
CSEA, Chapter 50


Roger Goatcher
Deputy Superintendent
Manteca Unified School District