MEMORANDUM OF UNDERSTANDING
BETWEEN THE DISTRICT AND CCA–LBCC REGARDING THE
SUPPLEMENTAL EARLY RETIREMENT PLAN

The Long Beach Community College District [District] intends to offer a Supplemental Early Retirement Plan [SERP] for academic employees in the CCA-LBCC bargaining unit. Preliminary approval by the Board of Trustees was obtained on July 14, 2009. Final determination will be subject to CCA-LBCC approval and determination by the District that an adequate number of academic employees have agreed to retire. The SERP will adhere to the following provisions:

Eligibility:

1. Employee must be a faculty employee of the District

2. Employee must be at least 55 years of age or older by December 31, 2009

3. Employee must have at least five (5) years of service with the District by December 31, 2009

4. Employee must be eligible to retire from the State Teachers’ Retirement System [STRS] or Public Employees’ Retirement System [PERS]

5. Employee must submit a Letter of Resignation and SERP Enrollment Package by November 30, 2009

6. Employee must retire from the District by December 31, 2009

Participation Requirements

1. The amount of participation by eligible employees must meet the fiscal goals of the District in order for the SERP to go into effect. Participating employees shall submit all required enrollment materials and District letter of retirement by November 20, 2009. To protect the class of enrolled employees, the retirement is irrevocable as of the enrollment deadline in the SERP plan, and may not be rescinded unless the District withdraws the plan for lack of participation.

2. If a level of participation acceptable to the District has not been reached as of the enrollment deadline, then the District may withdraw the SERP, provided the District notifies enrolled employees of the withdrawal of the SERP on or before November 25, 2009. If the District withdraws the SERP the retirement shall be deemed to have been automatically rescinded. If the SERP is withdrawn, employees shall be free to determine whether or not they desire to retire from the District.

Plan Payments

1. Incentive: the Life Only benefit under the SERP shall be based on a formula of 75% of current base salary
2. Base salary, for purposes of the SERP shall utilize the employee’s placement on the District’s Full-Time Academic Salary Schedule (i.e., 177 days for full-time faculty instructors and 197 days for full-time counselors and librarians)

3. Please note that base salary does not include any additional payments, including but not limited to, stipends, overload assignments, extra duty assignments, etc. for purposes of this incentive program

4. Base salary shall be prorated if the employee works less than a full-time assignment for his/her final academic year with the District

5. The basic monthly payment shall be made according to his/her chosen benefit payment plan.

6. The amount of cash payments shall be fixed upon the close of the enrollment window and shall not be subject to change thereafter.

7. The choice of form of payment (and the choice of beneficiary, if choosing the joint-and-survivor form of payment) shall become final upon the close of the enrollment window and shall not be subject to change thereafter.

8. Alternative forms of payment of equivalent present value to the basic benefit shall be offered. These alternatives are explained in the SERP brochure issued by the District as part of the enrollment package.

9. The District shall arrange group and/or individual informational meetings for bargaining unit members regarding financial benefits of SERP participation.

Other Provisions

1. CCA-LBCC shall coordinate with the LBCC Academic Senate to obtain a waiver of the District’s requirement to hire full-time replacements for all program participants during the spring semester 2010 and fall semester 2010.

2. Should the District deem certain positions as essential for hire, the District will have an option to work through the Hiring Priorities Committee for consideration.

3. Academic employees who participate in the SERP plan shall be eligible to receive the retirement benefits for which they qualify under the District CCA-LBCC collective bargaining agreement.

FOR THE DISTRICT:

ROSE DELGAUDIO
Vice President, Human Resources

Date 7/21/09

FOR CCA-LBCC:

DEWAYNE SHEAFFER
CCA President

Date 7/21/09