

MEMORANDUM OF UNDERSTANDING
Between
CSEA, Chapter # 549 & Tamalpais Union High School District

Supplemental Retirement Plan
December 5, 2018


The parties to this Memorandum of Understanding (MOU), CSEA, Chapter #549 (CSEA) and the Tamalpais Union High School District (TUHSD) agree as follows:

Background

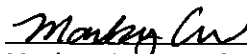
Per approval by the Governing Board, the District will offer a Supplemental Retirement Plan (SRP) through the Public Agency Retirement Services (PARS) program to eligible CSEA unit members in the 2018-2019 school year. The TUHSD Governing Board adopted Board Resolution #18-14 on November 13, 2018, approving the SRP. The SRP is generally described in the November 13, 2018 Staff Report to the Board regarding the PARS program. The overall goal of implementation of the SRP is to generate savings, or at a minimum, no cost to the District, and an adequate reduction in staff through increased retirement.

Agreement

1. Eligibility: a CSEA unit member must be a District employee on November 13, 2018, must be 50 years of age with 5 years of District service as of June 30, 2019.
2. The enrollment window is from November 14, 2018 through January 25, 2019.
3. Enrollment packets will be mailed to eligible CSEA unit members on November 14, 2018.
4. PARS will conduct an employee orientation during the week of November 26 or December 3, 2018.
5. PARS will conduct an employee workshop during the week of January 21, 2019.
6. Enrollees must submit with their enrollment packet a written resignation effective no later than June 30, 2019.
7. After the enrollment window closes, PARS will conduct a fiscal analysis to determine the fiscal projections and feasibility of implementation of the SRP.
8. Based on the PARS analysis, the District will determine whether to implement the SRP and will notify CSEA and the enrollees of its decision by February 1, 2019.
9. If the District decision is to proceed with the SRP, enrollees' resignations are irrevocable. If the decision is not to proceed, enrollees may rescind their resignations.
10. SRP benefits commence on August 1, 2019.
11. This Agreement is non-precedent setting and nothing except what is expressly stated in this Agreement is offered or implied.



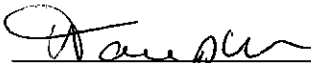
Tim Mullery, President,
CSEA, Chapter # 549



Markey Lees, Labor Relations Representative
CSEA

12-5-2018

Date



Dr. Tara Taupier, Superintendent
Tamalpais Union HSD

12/5/18

Date