

**2020/2021 EARLY NOTIFICATION OF RETIREMENT INCENTIVE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
FONTANA UNIFIED SCHOOL DISTRICT  
AND  
THE UNITED STEELWORKERS, LOCAL 8599**

This Memorandum of Understanding is made and entered into between the United Steelworkers, Local 8599 ("Union") and The Fontana Unified School District ("District").

WHEREAS, as a gesture of good will, the District desires to offer a one-time Early Notification of Retirement Incentive Bonus to permanent classified bargaining unit members for 2020; and

WHEREAS, in the event certain conditions are met as agreed upon below, full-time and part-time permanent classified bargaining unit members desiring to voluntarily retire by the end of the 2020-2021 school year and submitting their written notice of retirement between January 4, 2021 and March 4, 2021 by 4:00 p.m., shall receive a one-time early notification bonus. Full-time permanent classified bargaining unit members shall receive a one-time \$2,000.00 early notification bonus. Part-time permanent classified bargaining unit members shall receive a one-time \$1,000.00 early notification bonus. Full-time is defined as a position that works eight (8) hours per day.

NOW THEREFORE, the parties agree as follows:

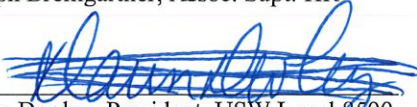
- Permanent classified bargaining unit members shall submit a voluntary, irrevocable retirement notice to Human Resources no earlier than January 4, 2021 and no later than 4:00 p.m. on March 4, 2021. The effective date of the retirement shall be between the dates of April 1, 2021 and June 30, 2021. Any retirement submissions received before or after the submission dates or with retirement dates outside of the specified timeframe are not eligible for the incentive. No exceptions will be granted.
- Employment separations received for permanent classified bargaining unit members that do not indicate retirement or that are for classified bargaining unit members who are ineligible to retire are not qualified for the incentive. Permanent classified bargaining unit members must meet eligibility requirements for district service retirement in order to qualify or must provide the District with verification of retirement from their assigned retirement system. Classified bargaining unit members who are involuntarily terminated or resign or retire in lieu of termination are ineligible for the incentive payment.
- Permanent classified bargaining unit members must be in paid status for at least 75% of their 2020-21 work year calendar as of their last date of employment in order to qualify.
- Payment of the one-time early notification incentive to permanent classified bargaining unit members who satisfy both the Early Retirement Incentive notification requirements and the deadline shall be paid no sooner than their last pay warrant issued by Fontana Unified School District.
- Upon receipt of such early notification incentive payment, the permanent classified bargaining unit member acknowledges that they will not seek future employment with the District, with the exception of substitute or temporary employment.

This Memorandum of Understanding shall expire on March 4, 2021 and shall not become part of the Collective Bargaining Agreement upon expiration.

DATED: 12/21/2020

  
Joseph Bremgartner, Assoc. Supt. HR

  
Tika Davé-Harris, Director, Classified HR

  
Dawn Dooley, President, USW Local 8599