

MEMORANDUM OF UNDERSTANDING  
Between  
Lynwood Unified School District ("District") and  
Service Employees International #99 ("SEIU")

December 6, 2021

**2021-2022 EARLY RETIREMENT NOTIFICATION INCENTIVE**

The parties have met and fully negotiated a 2021-2022 Early Retirement Notification Incentive for the SEIU bargaining unit members. The conditions of the Incentive are as follows:

QUALIFICATIONS:

All of the following requirements must be met:

1. Employee must be eligible for PERS/STRS retirement.
2. Employee must submit an irrevocable notice of retirement on or before Monday, January 31, 2022 at 4:00pm. Notices to retire submitted after January 31, 2022 at 4:00 p.m. will not be eligible for the incentive (no exceptions).
3. The effective date of the retirement shall be June 30, 2022 or at the end of the employee's 2021-2022 work year.

PROCEDURE:

4. The irrevocable retirement notice will be date/time stamped and accepted by Human Resources Office staff and a copy will be given to the employee.
5. All unit members shall receive a copy of the Board-approved MOU mailed to their home address on file with Human Resources as well as provided to the sites for distribution.

2021-2022 INCENTIVE AMOUNT BASED ON CURRENT FTE (Full Time Equivalent):

The amount of the incentive will be a one-time lump sum of \$10,000 (prorated for part time employees) payable in July pay warrants.

District makes no representations or assurances as to the effect of this incentive on employees' eligibility for and/or receipt of retirement plan (STRS or PERS) credits or benefits. Any retirement benefits to which the employee may be entitled is determined by STRS or PERS.

For Lynwood Unified School District:



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Brian Lucas, Assistant Superintendent,  
Human Resources

For SEIU:



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Samuel Conner, SEIU, Representative



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Margaret Ortiz, SEIU, Field Representative