

Public Proposal
Between Rocklin Unified School District
And
California School Employees Association and Its Rocklin Chapter #773 (CSEA)
In the Matter of Supplementary Retirement Plan

October 30, 2025


California School Employees Association and its Rocklin Chapter #773 (CSEA) and the Rocklin Unified School District (District), hereafter “Parties,” enter into this agreement (Agreement) regarding the Supplementary Retirement Plan (Early Retirement Incentive) for employees retiring from the Rocklin Unified School District at the conclusion of the 2025-2026 school year.

As provided in this Agreement, the District has an interest in understanding as soon as possible which employees, if any, intend to retire at the conclusion of the 2025-2026 school year, so that the District may efficiently make decisions and effectively “right-size” staffing due to declining enrollment within the Rocklin Unified School District. Hence, the District has worked with the Public Agency Retirement Services (PARS), a company specializing in retirement services, to prepare a proposal on an Early Retirement Incentive for employees of the Rocklin Unified School District. Therefore, the Parties have agreed as follows:

1. Any unit member, employed as of the date the Parties enter into this Agreement, who enrolls in the PARS early retirement plan by January 16, 2026, and submits a retirement notice effective the last day of the 2025-2026 school year, shall receive 70% of their final pay as a benefit of their retirement. The employee may choose from 15 different options as provided by PARS as a means of distribution.
2. To qualify for this Early Retirement Incentive program, the unit member must:
 - a. Be 50 years of age or older with 5 years of District service; **and**
 - b. Have a position equal to or greater than a 50% Full Time Equivalency (FTE)
 - c. Complete the PARS enrollment process by January 16, 2026; **and**
 - d. Submit a retirement notice effective June 30, 2026, of the 2025-2026 school year, which shall be binding when delivered to the District via email or personal delivery to the Associate Superintendent of Human Resources, Tony Limoges, without any further action by the District. The letter of retirement shall say the following with no additional words or conditions of any kind: “I retire from employment with the Rocklin Unified School District effective at the end of the 2025-26 school year.” This letter must be signed by the employee; **and**
 - i. All employees who submit a letter of retirement understand and agree that they have irrevocably resigned from District employment as of the end of the 2025-26 school year and have no further rights to seek or hold District employment.
 - ii. Be eligible for, apply for, and receive CalPERS service retirement at the conclusion of the 2025-26 school year; **and**
 - iii. The employee must complete the 2025-26 school year in active service and paid status with the District, with the last day of employment being the end of the 2025-26 work year, or no later than June 30, 2026.
3. This Agreement shall not be effective and/or presented to the District’s Governing Board unless and until it has been approved by California School Employees Association and its Rocklin

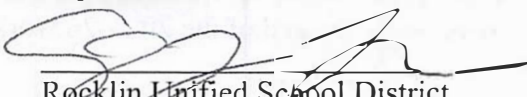
Chapter #773 (CSEA),

4. The District's Governing Board reserves the right to approve and/or rescind this notice based upon the number of participants.
 - a. The District Governing Board will announce their approval and/or rescission of the early retirement proposal no later than March 4, 2026.
 - b. Based on independent analysis by PARS, in order for RUSD to cover the cost of offering this incentive, it will be necessary to have **16 CSEA/Non-represented** members take advantage of this offer to move forward.
 - i. If the retirement incentive is not implemented, employees will have the opportunity to withdraw their retirement notice by March 13, 2026.
5. By adopting and/or implementing this Agreement, the District makes no representations or other warranties, express or implied, regarding the tax or retirement effects of any employee's participation or election not to participate in this Early Retirement Incentive program. All employees shall be responsible for determining the tax and/or retirement impacts of this early retirement agreement.
6. The District will execute required documents on behalf of the District and to take whatever additional actions are necessary to effectuate the Early Retirement Incentive program and to maintain compliance with all relevant laws.
7. This option is available only for the 2025-26 school year in accordance with the conditions in this Agreement.
8. The process presents a significant undertaking for the District. The attached document provides a timeline over-view of the required dates necessary to complete this process. If the California School Employees Association and its Rocklin Chapter #773 chooses to bargain this agreement, then it must be signed by both parties before the close of business on November 14, 2025, prior to posting the agenda for the November 19, 2025, Board Meeting.
9. Nothing in this Agreement shall constitute or create a past practice or be deemed precedential in any manner whatsoever or in future collective bargaining matters.
10. The undersigned parties represent that they have read and understand the terms of this Agreement.


California School Employees Association #773
Representative

Date: _____

Date: 10/30/25


Rocklin Unified School District

Date: 10/30/25