

**Agreement Between Rocklin Unified School District  
And  
Rocklin Teachers Professional Association  
In the Matter of Supplementary Retirement Plan**

**January 14, 2026**

The Rocklin Teachers Professional Association (RTPA) 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.

At RTPA's request, the District has worked with Keenan & Associates, 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 eligible unit member, employed as of the date the Parties enter into this Agreement, who enrolls in the Keenan & Associates early retirement plan by February 20, 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 plan will be implemented in the following uniform manner:
  - a. For all eligible RTPA employees, seventy percent (70%) of the final salary shall be paid and divided equally, with one-half (50%) of that amount allocated to a Health Reimbursement Arrangement (HRA) and one-half (50%) allocated to an annuity.
    - i. For the Annuity, the employee shall choose from 9 different options as provided by Keenan & Associates as a means of distribution.
    - ii. All RTPA employees currently working on a reduced workload contract (Willie Brown) (Article XVI: Health, Welfare, and Retirement Benefits, section 7) will have their final salary based upon the salary of a 1.0 FTE.
2. In order to qualify for this Early Retirement Incentive program, the unit member must:
  - a. Be 55 years of age or older with 5 years of District service; **or**
  - b. Be 50 years of age or older with 30 years of service; **and**
  - c. Complete the Keenan & Associates enrollment process by February 20, 2026; **and**
  - d. Submit a notice of retirement by February 20, 2026, effective the last day of the 2025-2026 school year, which shall be binding when emailed and/or delivered to the District to the Associate Superintendent of Human Resources, Tony Limoges, and RTPA. The District will acknowledge receipt with an email to the retiring member and RTPA within two days. The letter of retirement shall say the following: "I retire from employment with the Rocklin Unified School District effective at the end of the 2025-26 school year, contingent upon the retirement incentive being ratified by RTPA Membership and authorized by the board." The letter must be signed by the employee; **and**
    - i. All RTPA employees submitting 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, contingent upon the retirement incentive being ratified by RTPA Membership and authorized by the board.
  - e. Be eligible for CalSTRS/CalPERS service retirement at the conclusion of the 2025-26 school year; **and**
  - f. The employee must be in paid status on the last school day of the year.

3. The District shall notify all Early Retirement Incentive eligible RTPA employees by January 16, 2026 via district email.
4. This Agreement shall not be implemented by the District's Governing Board unless and until it has been ratified by RTPA.
5. The District's Governing Board reserves the right to approve and/or rescind this Supplementary Retirement Plan based upon the number of participants. The District shall consult with RTPA prior to the Board approving and/or rescinding the plan.
  - a. In order for both RTPA and RUSD to cover the cost of offering this incentive, at least 15 RTPA members must participate in this offer.
  - b. The District Governing Board will announce their approval and/or rescission of the early retirement proposal no later than March 4, 2026.
  - c. If the retirement incentive is not implemented, employees will have the opportunity to withdraw their retirement notice by March 13, 2026.
    - i. The District shall acknowledge receipt of the employee's retirement rescission with an email to the retiring member and RTPA within two days.
    - ii. All employees shall be responsible for determining the tax and/or retirement impacts of this early retirement agreement.
6. This option is available only for the 2025-26 school year in accordance with the conditions in this Agreement.
7. Nothing in this Agreement shall constitute or create a past practice or be deemed precedential in any manner whatsoever or future collective bargaining matters.
8. The undersigned parties represent that they have read and understand the terms of this Agreement.

2025-26 Keenan & Associates Supplementary Retirement Plan Timeline

1. January 14, 2026: Board Approval: Window Period Opens
2. January 15, 2026: Announcement Sent Out
3. January 22, 2026: Group Orientation Meetings
4. January 29-30, 2026: Individual Counseling Sessions
5. February 20, 2026: Letters of Retirement/Resignation and Election Forms Due; Window Closes
6. February 25, 2026: Final Savings Analysis Due
7. February 27, 2026: Agenda Items Due for Board Meeting
8. March 4, 2026: Board Meeting: Final Determination of Plan Implementation
9. June 30, 2026: End of Fiscal Year
10. July 1, 2026: SERP HRA Effective Date
11. August 1, 2026: Participants can start submitting claims

For the District:

  
Date 1/14/26

For the Association:

Emily Thomas  
Date 1/14/26