

# **TULARE/KINGS COUNTIES PERSONNEL COMMITTEE**

**Tulare County Office of Education**

**Redwood Room C, D, E, F**

**Friday, September 13, 2024**

**9:00 a.m. - 11:00 a.m.**

❖ **Welcome**

❖ **Hot Topics – open discussion** **9:05 -9:30**

- PERS retirees
- AB 2088
- Other

❖ **Retiree Incentives – Eleanor Welke, Lozano Smith** **9:30 – 10:00**

❖ **Credential Update – Sara Marvin** **10:00 – 10:15**

❖ **New Teacher & Leadership Development** **10:15 – 10:20**

- NTLD team member introductions
- Leadership Team Forum dates/times

❖ **Trainings – Amanda Richard** **10:20 – 10:30**

❖ **Open Forum: recap, questions, future topics...** **10:30 – 10:55**

- Overtime rules, negotiation hot topic, HR processes & templates

❖ **Wrap-up & Upcoming PC Meeting**

- **Friday, October 25, 2024**
  - Keenan: Worker’s Compensation and Ca Education Code Basics



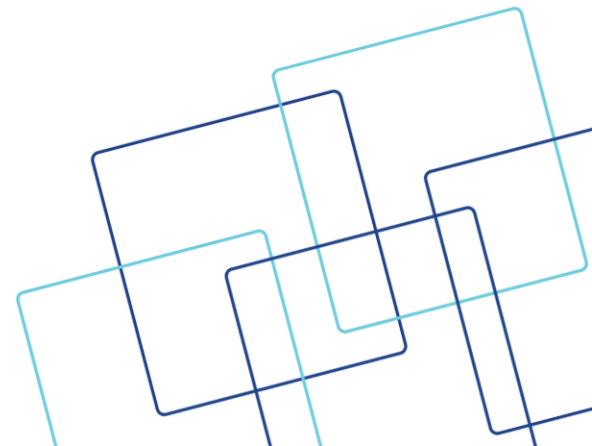
**Lozano Smith**  
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# Retirement Incentives

Presented by Eleanor M. Welke

TULARE COUNTY OFFICE OF EDUCATION

SEPTEMBER 13, 2024





## Topics

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- General Overview and Considerations
- Early Retirement Incentives Options



# Overview



# General Overview of Early Retirement Incentives

Benefits Include:

- Avoiding layoffs
- Lowering costs

Incentives must be used for a legitimate non-discriminatory reason.

If offered to a represented employee, District needs to negotiate those terms with union.

# Early Retirement Incentives Considerations

When a school district is deciding whether to offer an early retirement incentive it is important to consider:

- What type of incentive will be offered?
- What qualification requirements will be required for an employee to be eligible for the incentive?
- Which employee groups will be offered the incentive?



# Incentives



# Examples of Early Retirement Incentives



Cash payment

Employer contribution to a retirement plan on the employee's behalf

Contributions towards post-retirement health and welfare benefits

CalPERS / CalSTRS Retirement Incentives Programs



# Golden Handshake

CalSTRS



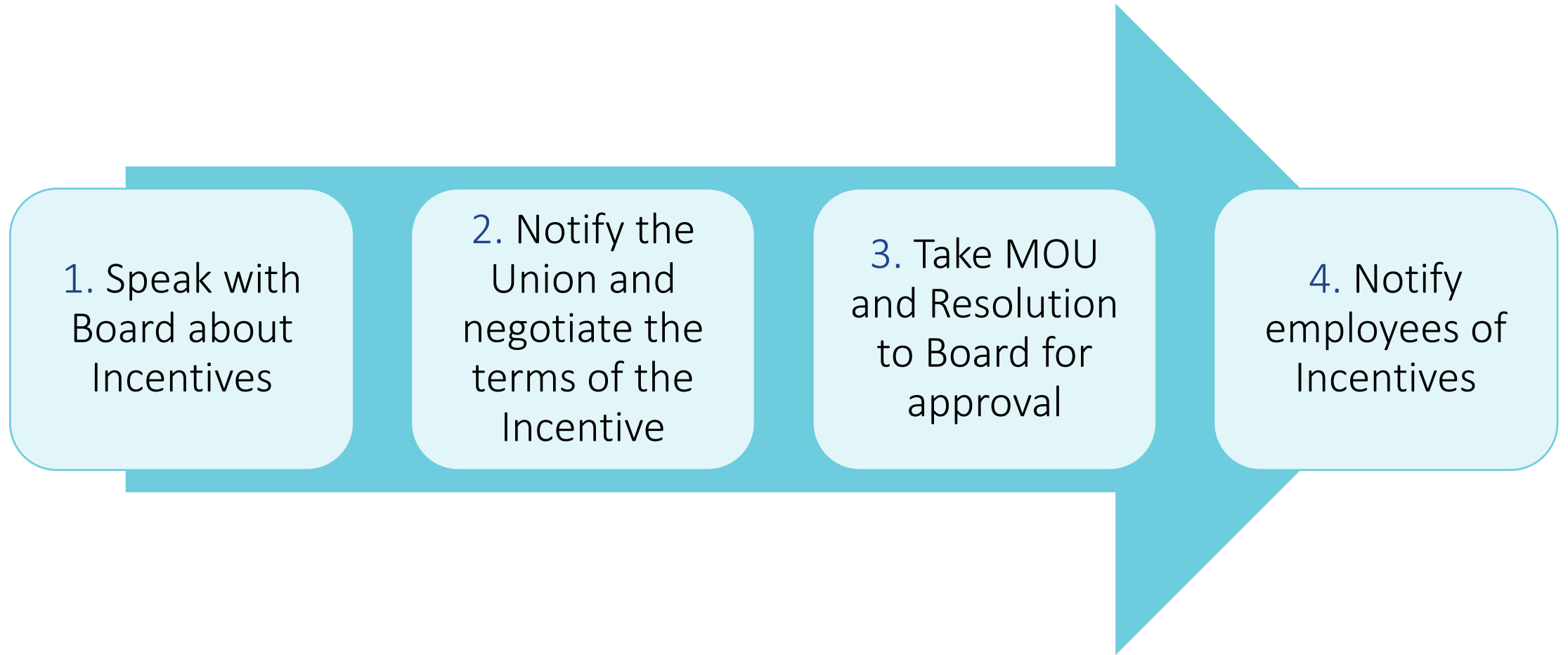
Certificated Employees

CalPERS



Classified Employees

# Step-by-Step Approval Process





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*Or any of the attorneys  
in one of our 8 offices.*

The logo consists of the letters 'LS' in a white, serif font, centered within a dark blue square. A thin white horizontal line is positioned below the letters. The background of the slide features a 3D-rendered pattern of blue, interlocking geometric shapes that resemble a textured surface or a stylized map.

**LS**



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