



## NOTICE OF SPECIAL MEETING

Written notice is hereby given, in accordance with Education Code Section 35144 and Government Code Section 54957, that a Special meeting of the Governing Board of the National School District will be held as follows:

DATE: Wednesday, January 27, 2010

TIME: 6:15 p.m.

PLACE: Administrative Center  
1500 N Avenue  
National City, CA 91950

The business to be transacted at this meeting shall be limited to the following:

### 1. HUMAN RESOURCES

- A. Approve Early Retirement/Resignation Plan Between National School District and Certificated Management employees. **(Page 1)**


District Superintendent's Recommendation: Approve plan.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Vote \_\_\_\_\_

- B. Approve Early Retirement and Resignation Plan Between National School District and Classified Management, Supervisory and Confidential employees. **(Page 2)**

District Superintendent's Recommendation: Approve plan.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Vote \_\_\_\_\_

  
\_\_\_\_\_  
Rosalie Alvarado, President  
Governing Board

January 26, 2010

**NATIONAL SCHOOL DISTRICT**  
1500 'N' Avenue • National City, CA 91950 • (619) 336-7500 • Fax (619) 336-7505 • <http://nsd.us>

*Creating Successful Learners... Now*

**GOVERNING BOARD AGENDA ITEM**

Agenda Date: January 27, 2010

Prepared by: Cindy Frazee  
Department: Human Resources

**AGENDA ITEM:**

Approve Early Retirement/Resignation Plan Between National School District and Certificated Management employees.

    X     Action

                     Information

**BACKGROUND INFORMATION:**

The District is offering Certificated Management employees a one-time Early Retirement/Resignation Incentive Plan.

**CURRENT INFORMATION:**

To be eligible for the Early Retirement/Resignation Plan, a Certificated Management employee must be at least fifty-five (55) years of age as of June 30, 2010 and must be a current certificated management employee of the District with at least ten (10) years of consecutive full-time certificated employment (inclusive of 5 years in management) with the District as of June 30, 2010. The eligible Certificated Management employees must submit their letters of retirement/resignation no later than April 1, 2010, to be effective no later than June 30, 2010.

This one-time--this school year only--ERI Plan is for each eligible Certificated Management employee who timely files a letter of retirement/resignation to the District. The District shall deposit fifty percent (50%) of the employee's annual salary in the employee's name into the San Diego County Office of Education Fringe Benefit Consortium Deferred Compensation Program, which is an Internal Revenue code section 403(b) Plan. The District shall contribute twenty-five percent (25%), no later than July 15, 2010, and an additional twenty-five percent (25%) in 2011, no later than July 15, 2011. Those employees aged 55-65 who agree to this retirement/resignation incentive plan and who have fifteen (15) years of full-time service with the District will receive the District-paid medical insurance program as outlined in the NCETA contract, Article 14 (5,6).

**ADDITIONAL DATA:**

None

**COST IMPLICATIONS:** 50% of current salary split over two years

**FUNDING SOURCE:** Unrestricted one-time General Fund monies

## GOVERNING BOARD AGENDA ITEM

Agenda Date: January 27, 2010

Prepared by: Cindy Frazee

Department: Human Resources

### AGENDA ITEM:

Approve Early Retirement and Resignation Plan Between National School District and Classified Management, Supervisory and Confidential employees.

    X     Action

           Information

### BACKGROUND INFORMATION:

The District is offering Classified Management, Supervisory and Confidential employees a one-time Early Retirement/Resignation Incentive Plan.

### CURRENT INFORMATION:

To be eligible for the Early Retirement/Resignation Plan, a Classified Management, Supervisory and Confidential employee must be at least fifty (50) years of age as of June 30, 2010 and must be a current Classified Management, Supervisory or Confidential employee of the District with at least ten (10) years of consecutive full-time employment with the District as of June 30, 2010. The eligible Classified Management, Supervisory and Confidential employees must submit their letters of retirement/resignation no later than April 1, 2010, to be effective no later than June 30, 2010.

This one-time--this school year only--ERI Plan is for each eligible Classified Management, Supervisory and Confidential employee who timely files a letter of retirement/resignation to the District. The District shall deposit forty percent (40%) of the employee's annual salary in the employee's name into the San Diego County Office of Education Fringe Benefit Consortium Deferred Compensation Program, which is an Internal Revenue code section 403(b) Plan. The District shall contribute twenty percent (20%), no later than July 15, 2010, and an additional twenty percent (20%) in 2011, no later than July 15, 2011. Those employees aged 55-65, who agree to this retirement/resignation incentive plan, may be eligible for the District paid medical insurance program. Their eligibility and benefits for the District paid medical insurance program shall be aligned to the current CSEA contract, Article 12.

### ADDITIONAL DATA:

None

**COST IMPLICATIONS:** 40% of current salary split over two years

**FUNDING SOURCE:** Unrestricted one-time General Fund monies