

**ARTICLE 24**  
**DURATION**

24.1 Length of Agreement:

24.1.1 The parties agree to a two year agreement effective on July 1, 2007 through June 30, 2009.

24.1.2 Notwithstanding the waiver of the duty to negotiate in Article 22 herein, the parties specifically agree to reopen negotiations during the term of this Agreement regarding Article 11.4 if there are any changes in either the plans or benefits provided, at the time of this agreement, and the changes are not agreed upon by CCEU in the Health Benefits Committee.

24.2 2007-08 Retirement Incentive Program

In order to participate in the 2007-08 retirement incentive program, the CCEU unit member must be age 55 or older, retiring into the PERS retirement system, have 15 years or more of service credit in the District immediately prior to the date of retirement and must submit a letter to the Human Resources Department by January 31, 2008 providing a retirement date during June 2008. The retiring unit member meeting these provisions will receive the following compensation:

24.2.1 15 years of service to less than 20 years of service in the District: \$10,000 total, \$5,000 to be paid in July 2008 and \$5,000 in August 2008.

24.2.2 20 years or more of service: \$15,000 total, \$7,500 to be paid in July 2008 and \$7,500 to be paid in August 2008.

24.3 During the 2008-09 fiscal year, the parties agree to reopen section 8.1 (salary schedule), following enactment of the State Budget for community colleges for that fiscal year.

24.4 No other openers are authorized during the term of the Agreement except by mutual agreement.

Signed and entered into this 8th day of November, 2007

**FOR THE DISTRICT**

---

Pegi Ard  
Vice President, Business Services

---

Victoria Lewis  
Director, Business Services

---

Loree McCawley  
Director of Human Resources

---

Susan Torres  
Benefits Analyst

---

James Weckler  
Dean, BELA

**FOR CCEU**

---

Bradley Booth  
Lawyer

---

Dale Jarred  
Negotiating Team Member

---

Lena Mason  
Negotiating Team Member

---

Cathleen Reno  
Negotiating Team Member

---

Wendy Scott  
Negotiating Team Member

---

Stephanie Stainback  
Negotiating Team Member

---

Ellen Stuck  
Negotiating Team Member