



To: Members of PFT

From: PCCD Announcement

Subject: Announcement of Voluntary Resignation Incentive Program

Dear Peralta Community College District Employees,

The Peralta Community College District and the Peralta Federation of Teachers (PFT) have reached a Memorandum of Understanding (MOU) regarding a Voluntary Resignation Incentive Program. This program is designed to offer a financial incentive to eligible, long-term employees who choose to voluntarily resign from the District.

This initiative is in response to the District's need to address significant reductions in operational revenues and increases in expenditures, requiring a reduction in full-time equivalents (FTEs) by June 30, 2025.

Key Program Details:

- **Eligibility:**
 - Permanent full-time PFT unit members with a minimum of twenty (20) consecutive years of service to the Peralta Community College District, inclusive of the current school year, are eligible.
 - Additionally, part-time faculty with twenty (20) consecutive years of service in the preferred pool based on a pro-rata at base load, as defined in Article 18 of the PFT Collective Bargaining Agreement, are also eligible.
 - Resignation must be effective no later than June 30, 2025.
- **Incentive:**
 - Eligible permanent full-time PFT unit members who are accepted into the program will receive a one-time lump sum payment of \$35,000, subject to standard withholdings and deductions.
 - Eligible part-time faculty who are accepted into the program will receive a pro-rata portion of \$35,000 based on load, subject to standard withholdings and deductions.
- **Application Process:**
 - Eligible employees must submit an intent to participate in the Voluntary Resignation Incentive Program by Thursday, May 1, 2025, at 5:00pm.
 - Submission must include a signed Voluntary Resignation Agreement, which is irrevocable, to be considered.
 - The District will notify accepted applicants by May 8, 2025. Acceptance is contingent upon approval by the Board of Trustees.
- **Program Limitations:**



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College District**

- Participation is limited to a maximum of seventy-five (75) employees District-wide.
 - If more than seventy-five (75) people apply, employees whose positions are subject to reduction in force will receive priority.
 - If there are still more applicants than available positions, the remaining positions will be filled by seniority, based on date of hire.
- **Resignation Details:**
 - Upon acceptance, employees must notify their supervisor of the effective date of their resignation, which must be at least thirty (30) days after the District's acceptance.
 - Employees may resign with or without retiring from the District or the State retirement system.
- **Important Notes:**
 - This MOU is not precedent-setting.
 - Any difference in interpretation of this MOU is not subject to the grievance procedure.

We recognize and appreciate the valuable contributions of our long-serving employees and respect their years of dedication to the Peralta Community College District.

Sincerely,

Peralta Community College District Administration