



Outlook

Voluntary Resignation Incentive Program Application Deadline is May 1, 2025

From PCCD Announcement <announcement@peralta.edu>

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To Announcements <Announcements@peralta.edu>



Dear Peralta Community,

The Peralta Community College District and each bargaining unit have agreed upon terms for a Voluntary Resignation Incentive Program (VRIP), designed to offer financial incentive to eligible long-term employees who choose to voluntarily resign from the District. The application deadline for participating in this program to receive the \$35,000 incentive is rapidly approaching on May 1, 2025, for resignations effective June 30, 2025 or earlier.

The Incentive

- Eligible 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.

Eligibility

Details about eligibility can be found on the Voluntary Resignation Incentive Program website at <https://www.peralta.edu/hr/voluntary-resignation-incentive-program> and are summarized below.

- **PFT** — 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.
- **SEIU** — Permanent full-time SEIU Local 1021-unit members with a minimum of seventeen (17) consecutive years of service to the Peralta Community College District, inclusive of the current school year, are eligible. Additionally, the SEIU members listed in Attachment I of the MOU are also eligible.
- **Local 39** — Permanent full-time IUOE Local 39 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.
- **Non-represented employees** with at least twenty (20) consecutive years of service may also apply.

Application Process

Eligible employees must [submit an application](#) indicating intent to participate in the Voluntary Resignation Incentive Program by **Thursday, May 1, 2025, at 5:00pm**. The application can be found on the [VRIP website](#) and can also be [downloaded here](#). You will need to submit a signed and complete application to HR, [via email](#) or in-person, before the deadline in order to participate.

- 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.

VRIP Information Kiosk

Have questions? Visit the VRIP Information Kiosk! The kiosk is located in the District Service Center atrium and will be open 8am to 5pm Monday, April 28th to Thursday, May 1st. These hours are dedicated to assisting with Voluntary Resignation Incentive Program application submissions and addressing any related questions you may have.



Program Limitations

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. Resignation

must be effective no later than June 30, 2025. 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. Non-represented employees with at least twenty (20) consecutive years of service may also apply.

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

Thank you,

Dr. Ronald McKinley, PhD, MBA, SPHR

Chief Human Resources Officer

Peralta Community College District

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**Peralta Community
College District**

This announcement submitted by Keye Su. If you have questions, please contact Keye at ksu@peralta.edu.

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