

SERP Response

May 16, 2024

Dear Colleagues,

I want to say how disappointing it is that the District is rescinding the SERP. It's a horrible thing to do to employees who have put so many years of their lives into this District. From our understanding, over 70 classified staff and managers and at least 30 faculty submitted their intent to retire.

Now at least 100 employees will have to make the hard decision of whether or not they want to continue with retirement plans after many anxious and emotional months of deliberation. Although the District made clear their right to rescind, the success or failure of this offer has always been on the backs of faculty.

How is the District not saving any money with all of these prospective retirements? What is magical about \$5 million when this District has an over **\$141 million** ending balance? The District coffers would still have increased with at least 30 faculty retirements.

It is clear that the intent here was only to make money and not about being good to employees who dedicated their lives to this District. This is not the District that represents who we are as faculty. This is a district that demonstrates "profit" over people.

It could be so much different for us. I've attached the current retirement incentive from Riverside Community College District, and the contrast is stark--no minimums, two retirement windows, 80% or two years of service credit. We could have these things if we have leadership that is compassionate and willing to demonstrate courage in the face of a Board of Trustees focused on hoarding money.

I will be sending out another email on Monday concerning the stalled status of our negotiations as we end the academic year without a contract.

Faculty deserve so much more.

In Unity,

Christie

Christie Diep
President, United Faculty