


MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT  
AND  
LOCAL 1021, SERVICE EMPLOYEES INTERNATIONAL UNION

**MOU for Voluntary Supplemental Employee Retirement Plan (SERP)**

**January 13, 2026**

1. Only Regular Classified professionals are eligible.
2. Classified professionals must be at least 55 years of age at the time of CLPCCD retirement or resignation during the allowable dates (June 1, 2026 - June 30, 2026) for Group 1 OR (December 1, 2026 - December 31, 2026) for Group 2.
3. Classified professionals must have at least ten years of permanent and continuous service with CLPCCD: ten years of service at the time of CLPCCD retirement or resignation during the allowable dates (June 1, 2026 - June 30, 2026) for Group 1 OR (December 1, 2026 - December 31, 2026) for Group 2.
4. Classified professionals shall resign or retire with the CLPCCD on the allowable dates: (June 1, 2026 - June 30, 2026) for Group 1 OR (December 1, 2026 - December 31, 2026) for Group 2.
5. If the District does not go forward with the SERP Plan, all notices of retirement/resignation shall be vacated and the retirement/resignation shall be null and void and considered immediately withdrawn.
6. Completed SERP Enrollment Forms & Letters of Resignation shall be submitted and received by the Vice Chancellor of Human Resources during the period of January 13, 2026 to March 31, 2026, by 5 p.m.
7. Classified professionals may revoke their SERP Enrollment Forms & Letters of Resignation (in writing to the Vice Chancellor of Human Resources) up to 5 pm on March 31, 2026.
8. Retirement from PERS/STRS is not a requirement of SERP participation
9. Classified professionals who take the SERP will follow current language regarding eligibility for retiree medical benefits as stipulated in the Agreement between the Chabot-Las Positas Community College District and Local 1021, Service Employees International Union.
10. The District shall provide resources to educate classified professional members of monetary terms as well as PERS/STRS information.
11. Payment options will be outlined in the SERP packets for eligible classified professional members.
12. If implemented, the first payment would be made in August 2026 for Group 1 and February 2027 for Group 2.
13. Upon Board approval, the District agrees to meet and confer regarding the impacts of the SERP.
14. Classified professionals who elect to participate in the SERP, "gross pay" or "base annual salary" shall include the employee's salary schedule placement together with any earned longevity step as of the employee's effective retirement or resignation date.

15. Any negotiated salary increases for 2025-2026 and 2026-2027 shall be applied as applicable to the base salary of eligible classified professionals participating in the SERP.

  
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For the Union  
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For the District

Matt Kennedy  
Field Representative  
SEIU, Local 1021

Dated: 1/13/26