

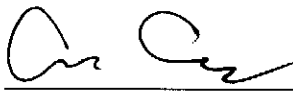
**Agreement between Yuba Community College District and
California Schools Employees Association #283
Memorandum of Understanding
Retirement Benefits**

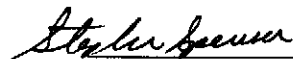
This Memorandum of Understanding is written to outline the provisions of a modification to the lifetime health benefits for classified unit employees participating in the District's early retirement incentive program.

This agreement is contingent upon Board approval. The District's early retirement incentive program will be presented to the Board of Trustees on January 20, 2010 for all employees in the District. If the early retirement incentive program is adopted by the Board of Trustees, this MOU would allow classified employees covered under the collective bargaining agreement that qualify for, and participate in, the early retirement program to be provided up to two years of credit for service with the District specific to retirement health benefits.

Specifically, for those employees that qualify for retirement benefits under 18.2.2 of the Agreement between The Yuba Community College District and the California School Employees Association effective July 1, 2008 through June 30, 2011, employees with 18 or more years of service, have reached the age of 53 and who participate in the early retirement incentive program, will qualify for retirement health benefits as outlined in this article.

The retirement benefits for those classified employees qualified for the early retirement incentive and who qualify for this limited modification of retirement benefits will be provided retirement benefits immediately upon their retirement as outlined in Article 18.2.2 of the collective bargaining agreement.

 1/22/10
District Date

 1/22/10
CSEA Date