


**May 29, 2009**

**SIDE LETTER OF AGREEMENT  
BETWEEN  
GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT AND  
UNITED FACULTY**

**United Faculty and the District agree to the following:**

**United Faculty will offer to its unit members the Governing Board's early retirement incentive as outlined in Chancellor Miles' May 26, 2009 communication. The terms of the agreement shall include these stipulations:**

- 1. The retirement incentive is entirely independent and apart from section 10.2 of Article X of the Governing Board/United Faculty Agreement that is currently pending arbitration.**
- 2. Participation by United Faculty in the current early retirement incentive does not set a precedent.**
- 3. The decision by the arbitrator regarding section 10.2 of Article X is separate from this retirement offer. Furthermore, anyone participating in the early retirement incentive is not eligible for section 10.2 of Article X in the event the arbitrator decides in favor of United Faculty.**
- 4. Participation in the current early retirement incentive is a one-time agreement between United Faculty and the Governing Board.**

  
 Zoe Close  
 United Faculty Chief Negotiator  
 Date May 29, 2009

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 Ben Lastimado  
 District Chief Negotiator  
 Date \_\_\_\_\_