



EARLY RESIGNATION INCENTIVE WAIVER AND RELEASE AGREEMENT (Revised October 24, 2018)

This Early Resignation Incentive Waiver and Release Agreement (“Agreement”) is entered into between [Employee Name] _____ (“Employee”) and the Foothill - De Anza Community College District (“District”). ***The Effective Date of this Agreement is set forth in Paragraph 9 of this Agreement.***

WHEREAS, the Board of Trustees of the District intend to offer an Early Resignation Incentive (“Incentive”) to eligible employees in the form of a Supplemental Retirement Plan (SRP) contingent on sufficient Plan Participation by November 2, 2018 that meets the District’s budget and operational objectives;

WHEREAS, an eligible employee’s participation in the Incentive is contingent upon, among other things, resignation from District employment effective no later than June 28, 2019;

WHEREAS, Employee voluntarily desires to resign in order to participate in the Incentive; and

WHEREAS, in consideration for Employee’s participation in the Incentive pursuant to its terms and the terms of the SRP, Employee agrees to waive and release the District from the liabilities and claims set forth herein.

NOW, THEREFORE, in consideration of the mutual covenants set forth below, the parties agree as follows:

1. **Recitals.** All of the recitals listed above are material provisions of this Agreement.
2. **Employee Consideration.** The District agrees to provide Employee with the Incentive that is outlined in Attachment A to this Agreement (2018-2019 Early Resignation Incentive for Faculty and Classified Employees and SRP Packet) if all of the following occur: (a) Employee is eligible to participate in the Incentive and resigns District employment effective on or before June 28, 2019; (b) Employee executes this Agreement and returns it with his/her completed SRP Enrollment forms and District Letter of Resignation to PARS no later than 5:00 p.m. on November 2, 2018 (see Attachment A for delivery means to PARS); (c) the District does not exercise its right to withdraw the Incentive due to an insufficient level of plan

participation; and (d) Employee does not exercise his/her right of revocation set forth in Paragraph 8.h. below.

3. **Waiver and Release.** In consideration of the Incentive, Employee, on behalf of him/herself, his/her heirs, representatives, successors, and assigns hereby irrevocably and unconditionally releases and discharges the District, its Board of Trustees, officers, executives, directors, managers, administrators, employees, attorneys, agents, executors, affiliates, insurers, successors-in-interest, assigns, and representatives of each of them, past or present (collectively "Releasees") from any and all claims, actions, causes of action, rights, demands, debts, obligations, damages, or accountings of whatever nature which Employee has or believes he/she has against the District by reason of, or arising out of, Employee's employment with the District up through the date of execution of this Agreement, but excluding claims for injured worker benefits arising under the Workers' Compensation and Insurance Law (Labor Code §§ 3200 et. seq.) filed with the Workers' Compensation Appeals Board. Additionally, Employee expressly waives and relinquishes all known and unknown claims that exist in his/her favor, even if knowledge of such claims would have materially affected his/her decision to enter into this Agreement. This Agreement extends to any claim, filed in any state or federal court, with any administrative body, agency, board, commission, or entity whatsoever, but shall not extend to claims filed with the Workers' Compensation Appeals Board for injured worker benefits to which he/she may be entitled under the Workers' Compensation and Insurance Law (Labor Code §§ 3200 et. seq.).

4. **No Pending Claims.** Employee represents and warrants that he/she has not filed, will not file, and has not assigned for filing any lawsuits, complaints or charges against the District and Releasees with any state or federal court, or local, state or federal agency, or administrative tribunal or person, based on any events occurring prior to the date of execution of this Agreement, excluding any claims Employee has filed or will file with the Workers' Compensation Appeals Board for benefits to which he/she may be entitled under the Workers' Compensation and Insurance Law (Labor Code §§ 3200 et. seq.).

5. **Waiver and Release of all Claims Arising under California and Federal law.** Employee's release includes, without limitation, any and all potential claims he/she may have by virtue of his/her employment with the District, including but not limited to, claims under the California Fair Employment and Housing Act (California Government Code § 12900 et seq.), all provisions of the California Labor Code, other than the Workers' Compensation and Insurance Law (Labor Code §§ 3200 et. seq.), and any related wage orders or similar directives or authorities issued by any federal or state authority having enforcement powers, the Constitution of the United States, the Constitution of the State of California, Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000e et seq.), Title IX of the Education Amendments Act of 1972 (20 U.S.C. §1681 et. seq.), the Equal Pay Act (29 U.S.C. § 206(d)), the Fair Labor Standards Act (29 U.S.C. § 201 et seq.), the Family and Medical Leave Act (29 U.S.C. § 2601 et seq.), Sections 1981-88 of Title 42 of the United States Code (42 U.S.C. § 1981 et seq.), the Americans with Disabilities Act (42 U.S.C. § 12101 et seq.), Age Discrimination in Employment Act (29 U.S.C. § 621 et seq.), claims of retaliation or whistle-blowing (including but not limited to California Labor Code § 1102.5 et seq., Government Code § 12653 and Education Code §87164),

claims under the Educational Employment Relations Act (California Government Code § 3540 et seq.), claims under the California Education Code, claims for breach of any type of contract, including written, oral or implied, breach of any covenant, promise or representation pertaining to Employee's employment, whether expressed or implied, and all other claims, causes of action, or controversies arising in contract, tort or equity or under any other federal, state, or local statute, up to the date of execution of this Agreement.

6. **Civil Code Section 1542.** Employee acknowledges that he/she enters into this Agreement voluntarily, and also expressly acknowledges that he/she has been informed of and is familiar with California Civil Code section 1542 which provides as follows:

A general release does not extend to claims which the creditor does not know or suspect to exist in his or her favor at the time of executing the releases, which if known by him or her must have materially affected his settlement with the debtor.

Employee waives any rights he/she might have to invoke said provisions now or in the future with respect to the releases set out in this Agreement. Employee intends to fully, finally, and forever settle all claims arising from any acts, omissions, or damages that have occurred or accrued on and before the date on which Employee executes this Agreement, and hereby agrees to accept and assume the risk that any fact with respect to any matter in this Agreement may hereafter be found to be other than or different from the facts he/she believes at the time of this Agreement to be true, and agrees that this Agreement shall be and will remain effective notwithstanding any such differences in fact.

7. **Employee Relations Bound by Agreement.** Employee understands and expressly agrees that this Agreement shall bind and benefit his/her spouse, domestic partner, children, heirs, agents, attorneys, representatives, and assigns, if any.

8. **Specific Acknowledgment of Waiver of Claims Under ADEA and OWBPA.** The Age Discrimination in Employment Act of 1967 ("ADEA"; 29 U.S.C. §§ 621-634) makes it illegal for an employer to discharge any individual or otherwise discriminate with respect to the nature and privileges of an individual's employment on the basis that the individual is age forty or older. The Older Workers Benefit Protection Act ("OWBPA"; 29 U.S.C. §§ 626 et seq.) augments the ADEA and prohibits the waiver of any right or claim under the ADEA unless the waiver is knowing and voluntary. By entering into this Agreement, Employee acknowledges that, in exchange for the consideration stated herein, he/she knowingly and voluntarily waives and releases any rights that he/she may have under the ADEA and/or OWBPA arising out of his/her employment with the District and/or the entering into of this Agreement. Employee further acknowledges that he/she has been advised and understands, pursuant to the provisions of the ADEA and OWBPA that:

- a. This waiver/release is written in a manner Employee understands.
- b. Employee is aware of and has been advised by a representative or legal counsel of Employee's own choosing of his/her rights under the ADEA and OWBPA, and of the legal significance of his/her waiver as to any possible claims he/she currently may have under the ADEA, OWBPA, or similar age discrimination laws.
- c. Employee knows and understands the Incentive is offered to Faculty and

Classified Employees of the District who meet the eligibility requirements set forth in the Incentive and the SRP, the time limits applicable to acceptance of the Incentive, and the effective date of resignation (Attachment A);

- d. Employee has received and reviewed Attachment B to this Agreement which provides the ages for all permanent classified employees, according to each classification, and all eligible regular/tenured and contract faculty hired under Education Code section 87470 who are eligible to participate in the Incentive, as well as the ages for each permanent classified employee, according to classification, and regular/tenured and contract faculty hired under Education Code section 87470 who are not eligible to participate in the Incentive;
- e. **Employee is entitled to a reasonable time of at least forty-five (45) days within which to review and consider this Agreement**, and the waiver and release of any rights he/she may have under the ADEA, the OWBPA, or similar age discrimination laws, but Employee may, in the exercise of his/her own discretion, sign and deliver this Agreement to PARS at any time before the expiration of the forty-five (45) day period and thereby waive any remaining number of days within the forty-five (45) day review period.
- f. The waivers and releases set forth in this Agreement shall not apply to any rights or claims that may arise after the effective date of this Agreement.
- g. Employee has had an opportunity to discuss this waiver and release with, and to be advised with respect thereto, by an attorney of Employee's choice, and that he/she does not need any additional time within which to review and consider this Agreement.
- h. **Employee has seven (7) days following his/her execution of this Agreement to revoke it.** If Employee desires to revoke this Agreement, and therefore relinquish his/her eligibility for, and participation in, the Incentive, he/she must give express written notice of revocation to the Plan Support Department at PARS, 4350 Von Karman Avenue, Suite 100, Newport Beach, California 92660, no later than 5:00 p.m. on the seventh (7th) calendar day after this Agreement is signed by Employee and delivered to PARS. Such notice of revocation shall be effective only if and when received in writing by PARS before 5:00 p.m. on the seventh (7th) calendar day after Employee submits this signed Agreement.

9. **Effective Date of Agreement.** The Effective Date of this Agreement shall be the day after the date on which the seven (7) day revocation period expires as set forth in Paragraph 8.h. above without Employee's revocation or the enrollment deadline of 5:00p.m., November 2, 2018, whichever is later. **Employee's resignation will become irrevocable on the Effective Date of this Agreement**, unless the District exercises its right to withdraw the SRP due to insufficient plan participation necessary to meet the District's budget and operational objectives in which case the resignation and this Agreement shall be null and void.

10. **Indemnity Regarding Assignment of Claims.** Employee represents and warrants that he/she has not heretofore assigned or transferred, or purported to assign or transfer, to any person, entity, or individual whatsoever, any of the claims released as set forth herein. Employee agrees to indemnify and hold harmless the District and the Releasees against any

claim, demand, debt, obligation, liability, cost, expense, right of action or cause of action based on, arising out of, or in assignment of any claim waived and released in this Agreement.

11. **Waiver and Indemnity for Joinder in Claims.** Employee represents and warrants that he/she has not been joined, and Employee shall not cause to be joined, in any claim, action or lawsuit, including any certified or putative class action, against the District. Should Employee be joined in any claim, action or lawsuit by order of any court of competent jurisdiction or administrative tribunal, Employee agrees to waive his/her entitlement to any remedy, compensation or award and to indemnify and hold harmless the District and the Releasees against any claim, demand, debt, obligation, liability, cost, expense, right of action or cause of action based on, or arising out of, claims waived and released in this Agreement

12. **Employee's Right to Advice of Counsel.** Employee acknowledges that he/she is entitled to have this Agreement reviewed by an attorney chosen and paid for by the Employee and have the advice of such attorney before entering into this Agreement. Employee understands that the waiver and releases he/she has made and the terms he/she has agreed to herein are knowing, conscious, and with the full appreciation that he/she is forever foreclosed from pursuing any of the rights so waived. No promise, inducement, or agreement not expressed herein has been made to Employee in connection with this Agreement.

13. **Forum.** This Agreement is executed and delivered in the State of California and the rights and obligations of the parties hereunder shall be construed and enforced in accordance with the laws of the State of California. Any litigation concerning this Agreement shall be venued in Santa Clara County.

14. **Waiver of Breach.** No waiver by any party of any breach of any term or provision of this Agreement shall be construed to be, nor shall be, a waiver of any preceding, concurrent or succeeding breach of the same or any other term or provision of this Agreement.

15. **Fully Integrated Agreement.** This Agreement, including Attachments A and B, is fully integrated and contains and constitutes the entire understanding and agreement between the parties hereto with respect to Employee's Incentive and the waiver and release of any and all claims against the District. This Agreement cancels all previous oral and written negotiations, agreements, commitments and writings in connection therewith.

16. **Joint Drafting.** This Agreement is deemed to have been drafted jointly by the parties. Any uncertainty or ambiguity shall not be construed for or against any party passed upon attribution of drafting to any party.

17. This Agreement shall be admissible in counterparts. All executed copies are duplicate originals and are equally admissible in evidence.

By: _____
Employee Signature

Date: _____

Print Employee Name

By: _____
Judy C. Miner
Chancellor, Foothill-De Anza Community College District

Date: _____

ATTACHMENT A

Forms must be received in the PARS office by 5:00PM on November 2, 2018. Participants may send their enrollment packet directly to PARS via the following methods:

- a) Fax to (877) 734-6220.
- b) Scan and e-mail to plansupport@pars.org.
- c) Mail in the enclosed return envelope to be received by 5:00PM on November 2, 2018 (not-postmarked).
- d) Attend a PARS walk-in workshop to hand into a PARS representative.

ATTACHMENT B

The following describes the group of individuals eligible and ineligible for the Incentive described in the EARLY RESIGNATION INCENTIVE WAIVER AND RELEASE AGREEMENT:

Employees Eligible for the Incentive:

Faculty and Classified Staff who:

- a) Are employed by the District for the 2018-2019 contract year as a regular employee or contract employee as defined by Article 1 of the Faculty Agreement (i.e., permanent/tenured faculty employee, probationary faculty employee, or grant-funded employee hired on a year-to-year basis in accordance with Education Code section 87470), or for the 2018-2019 year as a permanent classified employee or permanent classified hourly employee;
- b) Has or will have at least five (5) years of continuous District service as a regular or contract faculty employee, permanent classified employee, or permanent classified hourly employee as of their separation date or June 28, 2019, whichever is earlier;
- c) Are or will be eligible to retire under CalSTRS (fifty-five (55) years of age with five (5) years of CalSTRS service credit or fifty (50) years of age with thirty (30) years of CalSTRS service credit) or CalPERS (fifty (50) years of age with five (5) years of CalPERS service credit) as of as of my separation date or June 28, 2019, whichever is earlier. Actual retirement with CalSTRS or CalPERS is not required in order to participate;
- d) Will resign from District employment effective after the date of Board approval and not later than June 28, 2019; and
- e) Has submitted all required SRP enrollment materials, Early Resignation Incentive Wavier and Release Agreement, and District Letter of Resignation to PARS no later than 5:00 p.m. on November 2, 2018.

**LIST OF ELIGIBLE EMPLOYEES
FACULTY**

Position	# of Eligibles	Age
Articulation/Curriculum Officer	1	61.30
Assistant Director, EOPS	1	64.61
Athletic Director - DA	1	59.39
Child Development Teacher	4	61.86
		58.63
		56.39
		67.27
Counselor	7	61.43
		55.98
		65.13
		57.91
		64.92
		68.95
		64.31
Counselor, Trnsfr/Articulation	1	63.25
Director, Health Ed & Wellness	1	63.04
Director, Inst Comm & Civ Eng	1	59.34
Faculty Dir Stdnt Ldrshp/Svc	1	55.11
Instr/Pgm Dir, Medical Lab Tech	1	66.42
Instructor	149	56.70
		58.29
		65.35
		59.58
		59.85
		60.49
		56.63
		64.16
		55.00
		57.53
		65.58
		68.69
		60.67
		62.04
		59.34
		57.77
		65.29
		55.49
		56.86
		65.66
		55.50
		61.57
		66.50
		57.09
		61.64
		59.38
		65.70
		59.24
		56.14
		59.41
		59.25
		63.56
		65.93
		66.25
		64.34
		57.42
		64.41
		80.16
		61.10
		61.76
		60.46
		65.88
		55.18
		58.98
		61.66
		59.18
		55.08
		63.59

	78.22
	60.74
	66.37
	56.24
	84.56
	57.74
	72.75
	60.93
	57.09
	56.16
	62.60
	73.30
	65.24
	57.37
	63.11
	61.72
	60.96
	59.26
	63.95
	64.02
	70.26
	56.58
	57.09
	57.93
	65.62
	57.80
	55.81
	65.78
	65.98
	58.47
	60.56
	56.76
	67.17
	59.18
	55.56
	59.43
	69.43
	63.29
	71.16
	61.44
	59.65
	59.18

	64.23
	61.55
	55.60
	62.40
	62.04
	66.99
	56.60
	61.39
	62.11
	55.29
	60.14
	66.63
	63.70
	56.13
	60.24
	57.57
	57.65
	60.68
	65.68
	64.43
	55.14
	56.50
	76.11
	59.24
	59.99
	60.24
	71.97
	57.88
	60.71
	63.28
	67.46
	65.53
	61.90
	56.53
	57.21
	70.29
	58.54
	56.26
	65.25
	61.68
	60.10
	59.01

		72.03
		62.51
		63.48
		65.63
		68.54
		64.42
		72.19
		58.85
		55.51
		55.89
		59.07
		61.13
		64.96

		71.43
		65.99
		72.25
		59.39
Instructor/Clinical Coord, DH	1	56.75
Instructor/Pgm Direc, Vet Tech	1	62.99
Librarian	3	64.84
		57.51
		55.50
Transfer Ctr Cnslr/Coordinator	1	57.55

**LIST OF ELIGIBLE EMPLOYEES
CLASSIFIED STAFF**

Position	# of Eligibles	Age
----------	----------------	-----

Academic Advisor	2	65.20
		52.53
Academic Scheduling Coord	1	52.41
Accountant	3	54.37
		52.96
		52.45
Accountant, Senior	2	53.25
		57.38
Accounting Assistant	3	55.48
		61.69
		59.92
Accounting Supervisor	1	50.05
Accounts Payable Supervisor	1	50.47
Adaptive PE Class Assistant II	3	56.79
		60.78
		54.68
Administrative Assistant I	2	64.24
		59.81
Administrative Assistant II	6	56.65
		75.08
		68.37
		59.79
		52.12
		55.46
Administrative Assistant, Sr	2	63.51
		55.90
Admissions & Records Assistant	4	63.29
		61.34
		55.89
		66.05

Alternative Media Specialist	1	62.22
Assistant To The Chancellor	1	52.12
Asst Director, Child Devel	1	61.68
Athletic Trainer	1	61.16
Automotive Technician	1	68.91
BAS/BMS/EMS Technician	1	63.15
Bookstore Courseware Coord	1	63.83
Budget Analyst	1	54.58
Business Continuity Grp Supv	1	65.06
Buyer, Sr - Special Projects	2	56.78
		56.66
Call Center Supervisor	1	51.95
Call Center Support Technician	1	61.28
Campus Budget/Enroll Analyst	1	62.93
Campus Personnel Assistant	1	56.55
Cashier, Senior	1	52.44
Cashiering Services Supervisor	1	55.20
Child Devel Center Teacher	4	70.38
		63.83
		54.31
		56.88
Community Services Officer	1	65.17
Computer Lab Instr Coordinator	4	51.86
		51.54
		76.22
		63.58

Computer Lab Operations Coord	2	61.61
		59.83
Computer Network Supervisor	1	62.37
Computer Project Coordinator	1	52.80
Coord, District Communications	1	67.32
Custodian I	1	65.59
Custodian II	16	53.56
		59.08
		61.13
		58.91
		58.10
		58.09
		56.93
		62.18
		64.51
		64.04
		64.41
		68.86
		63.76
		56.93
		55.02
		63.73
Custodian III	4	53.17
		59.61
		56.28
		66.27
Custodian Lead	2	51.73
		60.44
Deaf & Hard of Hearing Svc Sup	1	65.91
Dist Financial Analyst, Lead	1	63.52
District Tech Services Supv	1	51.89
Division Administrative Asst	10	59.73
		63.98
		56.71
		57.91

		59.36
		61.91
		70.51
		64.48
		55.55
		51.17
DSP & S Supervisor	1	58.49
Enrollment Services Specialist	1	53.82
Enrollment Services Supervisor	1	56.40
Environmental Studies Tech	1	59.73
EOPS Services Coordinator	2	69.23
		54.15
EOPS Supervisor	2	57.22
		63.00
Evaluation Specialist	3	65.92
		52.11
		61.89
Exec Director, Calif Hist Ctr	1	61.25
Executive Assistant	2	67.21
		55.28
Executive Assistant II	2	53.98
		53.78
Facilities & Equipment Asst	1	59.12
Financial Aid Assistant	2	67.43
		55.84
Food Service Assistant III	1	62.32
Food Service Dishroom Asst	1	54.32
Food Service Operations Coord	1	57.00
Food Service Worker II	1	67.40
Graduation & Evaluation Coord	2	51.43
		55.97
Grounds Gardener II	2	54.41
		59.94
Grounds Gardener III	2	50.71
		60.99

Grounds Supervisor	1	57.76
HR Spec, Class/Management	1	52.04
HR Spec, Faculty	1	63.34
Human Resources Technician I	1	67.32
Human Resources Technician II	1	61.45
Human Resources Technician III	1	53.66
HVAC, Journey	1	56.67
Instr Support Tech, Discipline	1	71.49
Instr Tech Solutions Syst Engr	1	54.86
Instructional Associate	6	66.78
		62.30
		72.88
		53.82
		54.29
		55.39
Instructional Designer	1	52.82
Intl Operations Analyst	1	59.04
Journey - Carpenter	1	61.42
Journey - Electrician	3	55.97
		57.51
		55.31
Journey - Heat,Vent, Air Cond	1	63.78
Journey - Painter	1	54.14
Journey - Plumber	1	59.01
Laboratory Technician	1	60.96
Laboratory Technician, Photo	1	50.64
Library Technician, Senior	5	55.99
		63.60
		68.83
		53.25
		62.88
Maintenance Worker	1	57.83
Mobility Assistant/Driver	1	65.10
Museum Programs Coordinator	1	59.88

Network & Communications Admin	2	55.44
		54.34
Network Engineer	2	57.14
		54.68
Network Security Engineer	1	53.81
Office Coord, Printing Service	1	68.04
Office Services Supervisor	1	50.96
OTI Program Supervisor	1	58.61
Payroll Supervisor	1	60.69
Payroll Technician II	1	59.21
Payroll Technician, Senior	1	61.64
PE/Wellness Assistant	1	54.68
Plumber, Journey	1	61.03
Police Officer II	4	52.82
		51.05
		50.53
		53.74
Press Operator, Senior	1	57.68
Printing Services Coordinator	1	60.38
Program Coordinator I	2	50.09
		66.11
Program Coordinator II	4	53.76
		55.50
		51.27
		52.35
Program Coordinator, Senior	1	63.09
Programmer Analyst I	1	67.23
Programmer Analyst II	1	68.30
Project Mgmt Office Supv	1	53.13
Psme Lab Instructional Coord	1	62.62
Real Time Captioner	1	53.34
Res Analyst Sr/Data Whse Cor	1	53.72
Secretary, Senior	2	58.61
		55.39
Security Technician	1	56.25

Student Activities Specialist	1	66.75
Student Affairs Specialist	1	62.04
System & Network Programmer II	2	52.33
		61.88
Systems & Network Programmer I	1	51.26
Systems & Network Progm, Sr	1	55.67
Technology Resource Coord	1	63.50
Technology Services Tech II	1	64.74
Television Systems Engineer	1	60.67
Testing Technician	2	62.19
		57.91
Utility Maintenance Worker II	1	63.88

Veterans Resource Specialist	1	62.68
Warehouse Worker II	1	62.87
Web & Print Comm Design Coord	1	53.89
Web Support Technician	1	64.48
Wkst & Systems Support Tech I	1	60.68
Wkst & Systems Support Tech II	3	55.01
		60.04
		51.94
Wkst & Systems Support Tech Sr	4	55.84
		60.86
Wkst & Systems Support Tech Sr (Continued)		58.53
		51.78
Writer/Editor/Web Content Dev	1	60.32

**LIST OF INELIGIBLE EMPLOYEES
FACULTY**

Position	# of Eligibles	Age
-----------------	-----------------------	------------

Articulation Ofr/Tran Svcs Crd	1	54.87
Athletics Counselor	1	48.98
Coordinator, Faculty Prof Deve	1	48.63
Coordinator, Student Activities	1	47.23
Counselor	26	41.29
		47.64
		33.33
		47.72
		47.50
		52.90
		34.95
		52.81
		38.62
		51.35
		49.83
		50.09
		54.01
		48.15
		43.30
		52.66
		45.71
		54.79
		46.48
		27.89
		37.81
		33.45
		42.05
		42.62
		54.93
		44.74
Counselor for the Disabled	3	50.49
		53.46
		41.87
Counselor, Adt Ed Tr, ESL, BscSk	1	34.03

Counselor, Basic Skls/LangArts	1	44.16
Counselor, Career Services	1	37.94
Counselor, Disb Stdnts Pgm/Svc	2	50.40
		52.36
Counselor, ISP	1	31.78
Counselor, Math Success Pgm	2	32.88
		30.85
Counselor, Otrch & Rel w/Schls	2	39.99
		38.04
Counselor, Phys Ed & Athletics	1	32.14
Counselor, Psych Svcs Dir	1	53.99
Counselor, Psychological Svc	3	36.81
		46.90
		51.87
Counselor, SSR FYE/UMOJA	1	33.89
Counselor, SSRS – FYE	1	38.36
Counselor, Stdnts w/Dis & Vets	1	62.23
Counselor/Instructor	3	38.09
		46.31
		37.44
Director, Professional Devel	1	43.73
Fac Prof Dev Coord: Instr Dev	1	56.82
Fac Prof Dev Coord: Tech Trng	1	48.11
Instructor	21	53.21
	0	
		54.92
		44.29
		53.12
		34.68
		34.05
		48.40

	34.01
	54.96
	42.75
	39.64
	45.47
	41.86
	44.83
	49.58
	38.11
	41.17
	47.50
	45.98
	31.42
	44.32
	37.50
	38.89
	37.26
	36.96
	50.04
	39.52
	35.09
	50.03
	50.86
	53.84
	51.80
	43.38
	48.24
	47.82
	51.91
	42.84
	48.53
	39.25
	32.21
	44.42
	38.49
	64.72
	44.45
	48.55
	44.71
	52.86
	48.84
	54.79

	44.99
	44.46
	42.49
	48.63
	50.94
	38.69
	49.57
	52.22
	37.91
	32.61
	41.76
	49.71
	51.84
	38.84
	54.24
	52.31
	43.71
	36.94
	53.83
	47.28
	48.15
	44.31
	46.91
	48.64
	38.68
	51.36
	43.41
	51.15
	50.82
	40.81
	49.85
	36.54
	40.04
	36.93
	42.71
	51.16
	38.49
	43.10
	50.27
	49.25
	47.56
	40.13

	41.29
	48.23
	39.85
	42.96
	45.61
	39.38
	55.44
	45.04
	48.80
	48.98
	35.89
	52.71
	49.33
	40.46
	42.11
	50.90
	28.94
	49.62
	48.59
	39.53
	30.69
	50.28
	53.16
	51.10
	48.00
	48.81
	47.85
	45.05
	46.48
	36.33
	47.99
	52.87
	44.65
	51.90
	40.40
	45.64
	51.76
	38.78
	43.42
	43.70
	44.80
	44.80

	52.86
	41.85
	57.74
	38.78
	53.29
	54.33
	41.00
	44.69
	34.20
	37.83
	48.64
	48.27
	54.22
	45.96
	43.82
	30.39
	42.97
	37.83
	50.12
	35.75
	35.54
	50.59
	39.46
	54.91
	50.67
	48.78
	43.74
	44.71
	40.16
	41.28
	33.39
	46.75
	49.62
	32.14
	47.28
	47.73
	54.06
	63.11
	53.25
	47.20
	54.78
	49.39

	40.78
	48.65
	50.12
	30.64
	50.11
	54.74
	51.16
	54.29
	38.64
	38.06
	54.97
	37.13
	44.32
	52.77
	47.60
	39.88
	57.50
	39.18
	34.81
	50.79
	41.82
	46.91
	53.42
	57.73
	47.94
	47.41
	47.36

		41.39
		43.20
		43.22
		50.56
		40.14
		51.53
		54.26
		42.38
Instructor/Dir Clin Ed-Rsp Thr	1	57.54
Instructor/HeadCoachMensSoccer	1	40.51
Instructor/Men's Bsktbl Coach	1	39.30
Instructor/Spv Dent-Dntl Hygn	1	44.07
Learning Disability Specialist	3	40.31
		33.78
		36.76
Librarian	4	52.75
		45.61
		53.41
		29.16
Librarian, Equity	1	27.97
Teacher in Residence	1	48.71
Transfer Ctr Dir, Counslr/Inst	1	42.71

**LIST OF INELIGIBLE EMPLOYEES
CLASSIFIED STAFF**

Position	# of Eligibles	Age
----------	----------------	-----

Academic Advisor	5	33.61
		27.74
		41.97
		43.77
		32.99
Academic Scheduling Coord	1	46.72
Academic Services Tech, Senior	2	41.43
		44.83
Academic Services Technician	1	49.36
Accommodations Instr Tech Coor	1	29.08
Accountant	2	48.62
		42.63
Accountant, Senior	1	37.51
Accountant, Sr/Grants Monitor	2	41.05
		41.09
Accounting Technician, Sr	1	37.74
Accounts Payable Assistant	3	45.44
		31.31
		36.16
Adapted Physical Educ Spec	1	39.94
Adaptive PE Class Assistant II	1	45.41
Administrative Assistant I	11	51.04
		53.56
		39.08
		40.40
		30.18
		59.41
		26.76
		31.41
		54.18

		26.89
		31.74
Administrative Assistant II	14	30.94
		33.55
		35.31
		43.52
		48.22
		50.46
		59.18
		26.93
		39.58
		53.24
		48.57
		51.17
		62.38
		38.87
Administrative Assistant, Sr	5	39.33
		37.85
		36.51
		49.32
		42.01
Admissions & Records Assistant	2	48.17
		53.01
Admissions & Records Coord, Sr	1	45.74
Admissions & Records Supv	1	33.66
Allied Health & Nursing Spec	1	24.81
Articulation Specialist	2	48.67
		30.94
Assessment Center Supervisor	2	34.37
		33.15
Assessment Specialist	3	36.86

		27.61
		47.77
Athletic Trainer	1	38.78
BAS/BMS/EMS Technician	1	45.49
Benefits Specialist	1	27.45
Benefits Syst Analyst, Lead	1	40.35
Benefits Technician	1	40.03
Bookstore Courseware Coord	2	34.20
		26.90
Buyer	2	42.19
		38.55
Campus Facilities Rental Coord	2	48.55
		32.35
Campus Personnel Assistant	1	40.71
Campus Supervisor	1	37.64
Cashiering Services Supervisor	1	43.79
CDC Teaching Assistant	5	47.97
		62.27
		54.10
		48.88
		34.11
Ceramics Technician	2	40.62
		27.27
Child Devel Center Teacher	5	36.04
		48.81
		47.08
		47.36
		32.44
Clinic Nurse	1	46.10
Cmps Ctr/Food Service Asst	1	47.05
College Researcher	2	46.86
		35.79
College Web Coordinator, Sr	2	49.22
		40.13
Comm Educ & Planetarium Asst	1	28.62

Comm Education Programs, Lead	1	45.62
Communications & Devel Coord	1	31.59
Community Education Asst	1	28.94
Computer & Ntwk Data Ctr Supv	1	49.70
Computer Project Coordinator	4	45.98
		43.66
		32.84
		45.78
Constr & Maintenance Worker II	1	43.51
Construction Laborer II	1	34.80
Curriculum Coordinator	2	46.49
		38.80
Custodian I	10	34.29
		54.05
		43.57
		56.91
		49.48
		32.28
		28.04
		51.31
		53.89
		41.89
Custodian II	5	44.87
		51.83
		42.80
		48.06
		47.24
Customer Service Assistant	1	38.34
Database Programmer Analyst	1	31.49
Dental Clinic Admin Asst	1	33.15
Disability Resource Ctr Supv	1	44.93
Division Administrative Asst	9	53.09
		33.45
		45.98
		62.42

		20.81
		49.84
		48.29
		34.09
		39.61
Electrician, Apprentice I	1	33.09
Enrollment Services Specialist	5	45.99
		45.06
		37.45
		35.97
		39.31
EOPS Specialist	1	49.87
EOPS Specialist, Senior	1	49.44
Evaluation Specialist	4	26.76
		30.92
		48.54
		31.93
Evaluation Specialist, Senior	2	40.86
		41.66
Evening Clinic Nurse	1	61.03
Exec Asst - Presidents Office	2	27.33
		32.45
Executive Assistant	1	34.90
Executive Assistant II	3	44.48
		29.88
		49.00
Executive Asst - Business Serv	1	39.35
Executive Asst - HR & EO	1	46.98
Facilities & Equipment Asst	2	35.51
		28.31
Facilities & Equipment Coord	1	34.51
FEI Supervisor	1	28.83
Financial Aid Assistant	5	31.00
		57.58
		37.79
		26.98
		48.69

Financial Aid Coordinator	1	38.72
Financial Aid Outreach Asst	3	24.17
		29.77
		25.50
Financial Aid Outreach Coord	2	29.69
		41.69
Financial Aid Supervisor	1	37.21
Fire/LifeSftySysTech, App III	1	37.50
Flea Market Coordinator	1	39.98
Food Service Exec Chef, Lead	1	36.40
Food Svc Prod Asst/Sous Chef	1	36.15
Furniture, Fixt & Equip Coord	2	44.21
		40.65
Grounds Gardener I	3	24.17
		51.85
		28.46
Grounds Gardener III	1	27.63
HR Spec, Recruitment & Empl	1	35.96
Human Resources Technician I	1	29.84
Human Resources Technician II	1	37.83
Human Resources Technician III	1	46.55
HVAC, Apprentice II	2	57.83
		37.01
HVAC, Apprentice III	1	41.04
Instr Comp Lab Admin, Sr	1	41.24
Instr Computer Lab Admin	3	47.24
		61.08
		49.82
Instr Support Tech, Discipline	6	30.08
		26.23
		43.02
		61.32
		27.68

		42.01
Instructional Associate	5	50.53
		46.58
		33.47
		35.67
		28.01
Instructional Designer	4	34.61
		61.41
		46.46
		31.48
Instructional Services Coord	3	56.74
		26.53
		38.39
Instructional Support Coord	1	38.80
Intl Student Programs Supv	2	42.82
		49.26
Journey - Carpenter	1	47.93
Journey - Electrician	1	37.30
Laboratory Tech, Art	1	24.73
Laboratory Technician	7	36.71
		69.76
		36.27
		30.87
		34.77
		49.29
		60.24
Laboratory Technician II	1	47.78
Library Technician, Senior	7	49.77
		36.93
		47.21
		40.85
		33.95
		39.97
		42.04
Machine Tool Technician	1	38.80
Maintenance Worker	4	43.52
		32.41
		34.79
		55.41
Massage Therapy Assistant	1	57.34

Mobility Assistant/Driver	1	64.20
Multimedia Coordinator	1	50.25
Multimedia Producer	1	37.33
Network & Communications Admin	2	49.03
		47.63
Office Assistant	3	58.19
		52.52
		50.28
Office Coordinator	3	29.76
		61.58
		42.77
P M Storeroom Clerk	1	25.30
Payroll Technician II	2	35.64
		31.42
Payroll Technician, Senior	1	46.24
Performance Class Accompanist	1	52.36
Planetarium Coordinator	1	41.61
Planetrm Presenter & Tech Asst	1	63.15
Plumber, Apprentice I	1	22.31
Police Dispatcher	1	25.54
Police Officer I	3	30.94
		31.68
		52.97
Police Officer II	1	45.07
Police Records Specialist	1	44.38
Police Sergeant	2	59.51
		64.56
Pool Maintenance Worker	1	39.55
Postal Services Assistant	1	44.81
Program Coordinator I	4	40.34
		28.92
		49.54
		46.84
Program Coordinator II	13	44.66
		40.29
		32.87
		51.02
		27.75
		37.52

		46.65
		39.70
		35.08
		37.38
		42.81
		30.20
		48.18
Program Coordinator, Senior	4	49.29
		41.26
		30.02
		40.40
Program Supervisor	3	42.66
		30.68
		31.83
Programmer Analyst II	1	39.08
Programmer Analyst, Senior	2	45.10
		42.53
Project Analyst	1	43.61
Radio Station Coordinator	1	50.78
Real Time Captioner	1	53.43
Research Analyst	1	36.30
School Relations Specialist	1	39.88
Secretary, Senior	2	39.14
		38.19
Senior Enrollment Serv Supv	1	49.06
Senior Mechanic	1	49.43
Senior Mechanic - Da	1	60.56
Sign Language Interpreter II	3	46.16
		38.62
		40.73
Student Activities Specialist	1	44.28
Student Success Specialist	4	31.19
		33.87
		31.59
		27.44
Systems & Network Progm, Sr	1	46.91

Technology Training Specialist	1	62.25
Testing Technician	2	41.89
		32.24
Theatre & Fine Arts Assistant	2	57.76
		40.77
Tutorial Assistant	4	66.53
		48.61
		32.33
		37.46
Utility Maintenance Worker I	1	41.72
Veterans Resource Specialist	2	26.76
		45.51
Warehouse Worker I	1	37.66
Web & Print Comm Design Coord	1	47.35
Wkst & Systems Support Tech I	2	37.10
		27.93
Wkst & Systems Support Tech II	1	36.81
Wkst & Systems Support Tech Sr	1	45.69
Writer/Editor/Web Content Dev	1	58.54