

**Article 22**  
**EARLY RETIREMENT**

- 22.0 The District shall continue to offer the Early Retirement Incentive Program as set forth in Board Policy 4120 adopted June 18, 1980, and the Golden Handshake Retirement Option for the duration of this Agreement. (Because the District must be able to demonstrate a financial savings to offer either of these programs, it is understood that it is unlikely that a savings could be demonstrated for a unit member using both of these retirement incentives.)