# Cabrillo administration is considering early retirement plan for instructors

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Some Cabrillo College instructors may be offered an early retirement plan by an administration which expects another tight budget next year and which may face the spectre of involuntary layoffs of teaching staff, a Cabrillo spokesman said today.

At Tuesday's board of trustees meeting, college President John Petersen presented the plan he and other administrators drew up in an attempt to cut personnel costs, which make up 85 percent of the school's budget, according to Public Information Officer Bill Gleeson.

The college could save from $7,500 to $35,000 annually for each of the 39 instructors eligible for the plan, depending on their length of service, whether they were replaced and whether those replacements were part-time or full-time employees, Gleeson said.

"As it stands now, teachers can retire at age 55 with a maximum of five years of service. To determine the amount of retirement income, three elements are considered: time of service, their age at retirement, and their top three years of salary," Gleeson said.

Under the proposed plan, which would be offered for this year only, instructors who are 55 on or before June 30, 1983, and who have at least 10 years of service would get guaranteed part-time employment for up to five yeaas. Their fringe benefits would be continued at least to age 65, and possibly further, and among other inducements are faculty emeritus status.

The plan may also include a salary increase for this year only, which could improve their overall retirement income.

"This kind of plan would result in substantial savings for the district," Gleeson said.

He stressed the plan was only under consideration. There is no faculty reaction to the proposal yet, he said, but the matter will be discussed in today's faculty senate meeting.

"I can't see any objection to it; there won't be any pressure on those eligible."

The board, which can unilaterally put the plan into effect, will vote on it during the Oct. 4 board meeting.