

MEMORANDUM OF AGREEMENT
Between
OAKRIDGE SCHOOL DISTRICT
And
LANE UNIFIED BARGAINING COUNCIL/OAKRIDGE TEACHERS ASSOCIATION
Regarding
EMPLOYEE RETIREMENT PROVISIONS
DURING 2020-2021 School Year

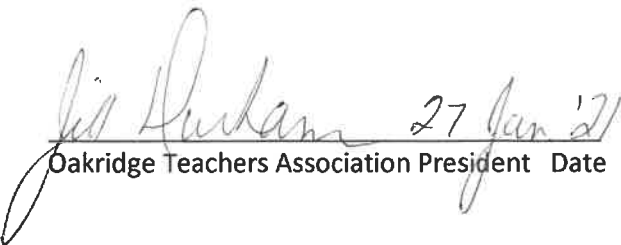
The following provisions will apply to all LUBC/OTA bargaining unit members, hereafter referred to as teacher(s) or employee(s), who retire during the term of the 2020-2021 school year. This agreement shall not serve as precedent for future contracts. In order to qualify for these benefits, the employee must be eligible for full Oregon PERS retirement (not early), must choose PERS retirement and must notify the District of his/her intent to retire no later than February 1, 2021.

1. All employees who retire under the provisions of this agreement, will choose one of the following options:
 - a. District will provide 100% of the 2021-2022 cap on medical/vision/dental insurance for the retiree and qualifying dependents for a period of 12 months beginning October 1, 2021.
 - b. District will pay employee a \$12,000 cash incentive at the time of retirement. This payment shall be completed no later than October 1, 2021. District cost of FICA and Medicaid and PERS cost will be deducted from this \$12,000 (note: intent is that total cost to District is \$12,000).
2. If employee chooses a or b above, they will forfeit the \$600 retirement notification stipend per collective bargaining agreement (Article 14, Section W, 1-3).

Lane Unified Bargaining Council President Date



Oakridge School Board Chairperson Date



Oakridge Teachers Association President Date



Oakridge School District Superintendent Date