

MEMORANDUM OF AGREEMENT
Between
OAKRIDGE SCHOOL DISTRICT
And
Oregon School Employees Association Chapter 46
Regarding
EMPLOYEE RETIREMENT PROVISIONS
DURING 2020-2021 School Year

The following provisions will apply to all OSEA bargaining unit members, hereafter referred to as 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 April 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 employees 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 the total cost to District is \$12,000).

Andrea Bray ^{02/10/21}
Oregon Employee Association President Date

[Signature] ²⁻⁸⁻²¹
Oakridge School Board Chairperson Date

Reta O'Connell ²⁻⁸⁻²⁰²¹
Oakridge School District Superintendent Date