

Retirement Stipend
A Memorandum of Understanding (MOU) between
All Organized Labor Groups and Marysville School District
2019-2020 School Year

The Marysville School District hereinafter referred to as the "District", is facing some significant challenges as we plan and develop our budget and staffing needs for the 2020-2021 school year. Due to continuing enrollment decline, we are faced with potential staffing reductions in all areas. It is the District's desire to keep those reductions in force to a minimum by using changes in staffing that we experience annually through attrition by means of retirements and resignations.

RECITAL

- A. The District wishes to enter into a mutual agreement with all Organized Labor Groups, hereinafter referred to as "Labor Groups", for the purpose of planning more effectively and efficiently in the short term which may result in keeping reductions in force to a minimum.

AGREEMENT

NOW, therefore, in consideration of the foregoing recital and the mutual promises contained herein, it is agreed as follows:

The District agrees to:

1. Offer a one-time retirement incentive stipend for all employees;
2. The District will pay up to a \$2,000 stipend which will be determined on a position prorated FTE basis;
3. If proper notification is made (as outlined below) by employees, the stipend will be disbursed during the employee's final pay period;
4. Honor this agreement for those employees who may have already submitted a retirement letter during this school year (after September 1, 2019) notifying the District of their plan to retire at the close of this (2019-2020) school year.

The Employee agrees to:

1. Submit a formal letter of retirement to the Human Resources Department by February 14, 2020. Note the exception (Item #4 above) for those employee(s) that may have already given proper notice.

Both the District and the Labor Group(s) agree to:

1. Honor this Memorandum of Understanding as written:
 - a. Each party shall abide by the language and terms of this MOU.

CONCLUSION

The District is making this one-time offer for employee(s) for this current school year. In the event the District wishes to continue this practice it will be bargained appropriately with the Labor Groups.

IN WITNESS, WHEREOF, the parties below have executed this agreement as of the dates first above written.

Marysville Education Association (MEA)

By: Randy Dawn

Date: 1-10-20

Service Employees International Union (SEIU 925 10 Month)

By: Diana McCarthy

Date: 1-14-2020

Service Employees International Union (SEIU 925 – 12Month)

By: [Signature]

Date: 1-15-20

Public School Employees (PSE)

By: Tom Bartley

Date: 1-15-20

Marysville School District

By: [Signature]

Date: 1-9-2020