

Dr. Kevin Dirth
Superintendent

Martha Gagner
Business Manager

Julie Regimbal
Special Ed Director

Joanne Wells
Assistant Special Ed Director



Kathy Finck
Human Resource Director

Dr. Sean O'Dell
Curriculum Director

Michelle Spence
Early Childhood Programs

Andrea Racek
Assist to Early Childhood Programs

SIDE LETTER OF AGREEMENT FOR EARLY RETIREMENT BENEFIT

TO: Maple Run Education Association

As agreed to during negotiations, the Maple Run Education Association and the MRUSD Board are entering into a three-year only agreement for a Side Letter to the collective bargaining agreement between them beginning July 1, 2017 and ending June 30, 2020 (the "Agreement"). It is fully understood that this side letter shall sunset on June 30, 2020, such that it will no longer be part of the Master Agreement, regardless of status quo rules and whether any successor agreement has been reached between the parties.

Under the conditions noted herein, five (5) professional staff in 2017-2018, and eight (8) professional staff in each school year 2018-2019 and 2019-2020 may be granted an early retirement benefit. Additional teachers may be considered for the benefit at the discretion of the Board.

By October 1st of the school year, full-time professional staff with twenty (20) or more years of uninterrupted service in the MRUSD may apply to receive a \$12,000 early retirement benefit. Teachers must notify the Superintendent in writing by the deadline of their request to retire early from teaching at the conclusion of the contractual year. **Any person not approved for the early retirement benefit may rescind his/her retirement notification within one month of the Board decision.**

Once a teacher has been approved for the benefit, he/she must take early retirement. Recipients of this early retirement benefit will not be eligible for full or part-time employment in the district, except as a casual employee or substitute.

The Board will choose the recipients by lottery. Payment will be made through payroll at the conclusion of the school year but prior to June 30th, with all appropriate payroll tax withholdings deducted.

Any teacher receiving this benefit may not undertake any employment as a teacher or an administrator in the MRUSD. The retired teacher may substitute teach or work as a casual employee.

This side letter and the contents as stated herein will automatically expire on the expiration date of the Master Agreement on June 30, 2020. This benefit shall not be considered part of the "status quo" terms of employment should a successor to this Agreement not be ratified by said expiration date.

The signatures of the Chief Negotiators of each party below indicate their respective parties' acceptance of all the terms stated herein and understanding that they are bound by them.

For MRUSD Board:

BY: James C. Farr
James C. Farr, Chief Negotiator

Date: 6/21/17

For Maple Run Education Association:

BY: M. Spence
Duly Authorized Representative

Date: 6/22/17