



WESTSIDE UNION SCHOOL DISTRICT

November 13, 2020

MEMORANDUM OF UNDERSTANDING Between the WESTSIDE UNION SCHOOL DISTRICT and WESTSIDE UNION TEACHERS ASSOCIATION

This Agreement is between the Westside Union Teachers Association (“WUTA”) and Westside Union School District regarding incentives for notification of retirement prior to the contractual deadline. To be eligible for the incentive the certificated employee must be 55 years or older at the time of the retirement and worked in the district for a minimum of 10 years of full time service.

- Employees who provide the district with a written, **irrevocable** resignation/retirement letter, effective no sooner than June 7, 2021 and no later than June 30, 2021, submitted to the district prior the end of business on December 18, 2020 and meet the required retirement criteria will receive a one-time payment of \$5,000.
- Early notification payment will be processed by the end of February 2021
- Employees that participate in the Early Retirement notification are still eligible for the Retirement Incentive which is: Employees that do not receive at least five (5) years of the District Health and Welfare Coverage Early Retirement Benefit will receive an annual deposit of \$10,000 in a retirement account for each full retirement year (based on retirement date) that they do not receive benefits from our district during this five (5) year time period. Partial years of received benefit will not be prorated.

This MOU will expire on June 30, 2021.

R. Drew Warden 11/16/20
Drew Warden Date
WUTA Chief Negotiator

Robert Hughes 11/16/2020
Robert Hughes Date
Deputy Superintendent



WESTSIDE UNION SCHOOL DISTRICT
November 12, 2020

MEMORANDUM OF UNDERSTANDING
Between the WESTSIDE UNION SCHOOL DISTRICT and
WESTSIDE UNION TEACHERS ASSOCIATION

This Agreement is between the Westside Union Teachers Association (“WUTA”) and Westside Union School District regarding Article 18: Early Retirement and Part Time Employment, which would include the following incentive for members that qualify.

Employees that wish to participate in the District Health and Welfare Coverage Early Retirement Plan must meet the requirements of Article 18.2 and provide the district with a written, **irrevocable resignation/retirement letter**, submitted to the district prior the end of business on February 1, 2021, effective no sooner than June 7, 2021 and no later than June 30, 2021

Employees that do not receive at least five (5) years of the District Health and Welfare Coverage Early Retirement Benefit will receive an annual deposit of \$10,000 in a retirement account for each full retirement year (based on retirement date) that they do not receive benefits from our district during this five (5) year time period. Partial years of received benefit will not be prorated.

This MOU will expire on June 30, 2021.

R. Drew Warden 11/16/20
Drew Warden Date
WUTA Chief Negotiator

Robert Hughes 11/16/2020
Robert Hughes Date
Deputy Superintendent