

MEMORANDUM OF UNDERSTANDING
between the
SUGARCREEK EDUCATION ASSOCIATION (Association)
and the
BELLBROOK-SUGARCREEK SCHOOL DISTRICT (Board)

This Memorandum of Understanding between the Association and the Board is intended to set forth certain terms and conditions agreed upon by both aforementioned parties, as stated below.

6.13 Retirement incentive

For the first two years of this contract (2014-2015 and 2015-2016), a retirement incentive will be made available to a qualifying teacher as set forth below. To qualify for this incentive, a teacher who is eligible by June 30, of the calendar year of retirement for full retirement under Ohio State Teacher Retirement System (STRS), must give written notice to the Superintendent by no later than March 1 of the year he/she first becomes eligible for "full retirement" as of June 30 under STRS. Such notice will state that the teacher is retiring effective at the end of the current school year and requests that the Superintendent so notify the Board for action on the retirement. For purposes of this division, "full retirement" means having 25-32 years' service credit to apply toward Ohio STRS retirement in the first year (2014-2015) of the contract and 25-30 years' service credit in the second year (2015-2016).

- A. In addition to and separate from severance pay, any bargaining unit member who has worked for Bellbrook-Sugarcreek Schools for at least ten (10) years will be provided a retirement incentive equal to \$1,000.00 times each year of Bellbrook-Sugarcreek service, not to exceed \$20,000.00, provided that such unit member has been on a paid status (not on a leave of absence) for a period of at least two years immediately prior to retirement.
- B. A teacher who is eligible for "full retirement" and misses the March 1 deadline forfeits his/her right to this incentive. A teacher who is eligible for less than "full retirement" will be eligible for this incentive in following years (2014-2015 and 2015-2016), provided the teacher otherwise qualified for full retirement and gives timely notice.

- C. The school board will pay the incentive to qualifying teachers in one lump sum payment. Such payment shall be made in January of the calendar year following retirement under Ohio STRS.
- D. A teacher may be required to give an appropriate release to the Board of Education for purposes of inquiry at the Ohio STRS. It shall be the responsibility of the teacher to be aware of when such teacher becomes eligible for "full retirement". Lack of knowledge or "innocent" errors shall not extend a teacher's deadline for written notice under paragraph B above.

Any unit member having previously retired under STRS is not eligible for this incentive unless such retirement was a disability retirement.

The Memorandum of Understanding is retroactive to the original signing date of the Master Agreement which took effect June 1, 2014 and will remain in effect until such language is bargained to be changed by the parties. The provisions of the negotiated agreement between the parties here to not to be altered by the MOU are to remain unchanged.

Ronald Mann Association President Keelie Superintendent
April 22, 2016 Date 4/25/2016 Date