

**Memorandum of Understanding
Between
the Mead School District and
the Mead Classified Public Employees Association (MCPEA)**

Early Notification of Retirement

The Mead School District is offering a one-time, non-precedent setting, payment pursuant to this MOU for members of the Mead Classified Public Employees Association who choose to provide early notification to the District of retirement at the end of the 2018-19 contract year (August 31, 2019). The purpose of this payment is to enlist the assistance of employees in providing early notification of their retirement to allow for an orderly transition from one year to the next.

The District will allow for the compensation of up to five (5) MCPEA employees. Compensation for notification will be \$5,000. Such compensation will be pro-rated by the employee's FTE and will become a provision of the employee's employment contract. The payout will be issued with the retiree's final paycheck.

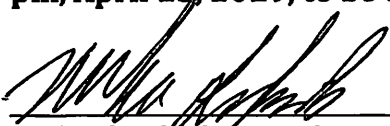
Compensation will be on a "first come-first serve" basis as defined by the actual date and time the Human Resources Department received a signed, non-revocable, retirement notice from the qualifying employee. Compensation is conditioned on board acceptance of the employee's retirement notice. Compensation is also conditioned on the employee's satisfactory completion of all work assignments and duties through the employee's contracted work year.

To be eligible for this payment the employee must be: 1) eligible to retire under a state retirement system or have reached the age of fifty-five (55) and a) have at least ten years of service under SERS Plan 3 or b) have at least fifteen years of service under SERS or PERS Plan 2; and 2) not currently receiving a retirement benefit.

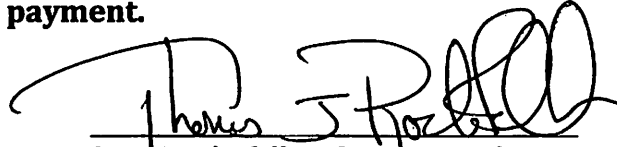
Eligible employees whose resignations are or have been accepted by the Board on or after January 1, 2019, with an effective retirement date at the end of the 2018-19 contract year (August 31, 2019), will be eligible for the payment pursuant to this MOU and will count toward the five total recipients. Employees who receive the compensation described in this MOU will not be eligible for re-hire by the District except at the discretion of the District and only in a substitute capacity.

This payment shall not be included for the purpose of computing a retirement allowance under any public retirement system in Washington State.

Retirement notifications must be received by the Human Resources Department by 4 pm, April 15, 2019, to be eligible for the payment.



Michael Lukich, President
MCPEA



Tom Rockefeller, Superintendent
Mead School District #354

Dated: March 20, 2019

Dated: 3-20-19