

## MEMORANDUM OF UNDERSTANDING

The MSD Boone Township (the "School Corporation") and the Professional Educators of Porter County AFT Local No.4852 (the "Federation") are entering into this Memorandum of Understanding on the dates set forth below.

### REASONS FOR THE MEMORANDUM OF UNDERSTANDING

- A. The school corporation has seen a significant and unexpected loss of students in recent years which has created staffing overages for the 2023-2024 school year.
- B. A forecast of student enrollment for 2024 and beyond indicates the school corporation will lose more students in the future.
- C. The school corporations historical ADM count for the last five years is as follows:
- Fall 2019: 1125 students
  - Fall 2020: 1055 students
  - Fall 2021: 1025 students
  - Fall 2022: 1000 students
  - Fall 2023: 975 students
  - Projected Fall 2024: 940 students
  - Projected Fall 2025: 915 students
- D. During the Fall semester of 2023, the parties bargained a new one year Master Teacher Contract and ratified such agreement during the required timeline set forth under Indiana law. The Master Teacher Contract expires on June 30, 2024.
- E. Whereas, to effectively manage staff numbers and optimize educational fund expenditures, the School Corporation seeks to implement an early retirement incentive program. This program aims to achieve staff reduction by eliminating positions through attrition, or replacing teachers at the highest salary levels with others at lower levels.
- F. Whereas, an early retirement incentive will allow the School Corporation to achieve long term cost savings in certificated personnel and may allow the School Corporation to reorganize its teaching staff in a manner that could minimize or possibly even avoid a reduction in force.
- G. Thus, the parties have agreed to offer an early retirement incentive to qualifying teachers during the 2023-2024 school year.

NOW, THEREFORE, the parties agree to offer an early retirement incentive in accordance with the following terms and conditions:

1. An early retirement incentive offer will be made available to currently employed certified staff members of the School Corporation who will complete their teaching contract for the 2023-2024 and meet the eligibility criteria set forth herein. For the early retirement incentive benefit to be offered, teachers who meet the eligibility criteria for the benefit must apply in writing for the benefit no later than the date and time specified within this agreement.

2. **Eligibility Criteria**

In order to be eligible for the early retirement offer, the teacher must:

- a. Fulfill his/her teaching contract through the end of the 2023-2024 school year;
- b. Meet the rule of 85 requirement as established by INPRS, which means:
  - i. Age 55 plus creditable experience in teaching must equal 85
  - ii. Age 60-64 plus 15 years of creditable experience in teaching
- c. Teachers who are currently Medicare eligible or will be Medicare eligible by June 1, 2024 will not be awarded this incentive.
- d. Notify the Superintendent in writing (with a copy to the Business Office) by *no later than 2 pm on Friday, January 12, 2024* of the teacher's intent to retire at the end of the 2023-2024 school year. The notification deadline set forth herein may be waived by the School Board for good cause.

3. **The Early Retirement Incentive Benefits**

A teacher who applies for and is selected to receive the early retirement incentive will receive the following benefits if he/she meets all of the eligibility requirements set forth in paragraph 2 above and any additional requirements set forth below:

The MSD of Boone Township will contribute 100% for single medical coverage to a retiree **until he/she becomes Medicare eligible** through our current Trust Consortium. This amount, per calendar year, will not be inflated while the participant is receiving funds from the incentive program. If the Trust Consortium secures premium costs in the future that are lower than the amounts in this agreement, the participant will not receive a reimbursement for the difference. However, the corporation will continue to cover the full expense of the participant's single medical plan at the new premium for the remainder of this agreement.

Medicare Eligibility Year	Single Coverage				
	1 Year	2 Years	3 Years	4 Years	5 Years
6/30/2028	\$11,616	\$11,616	\$11,616	\$11,616	\$11,616
6/30/2027	\$11,616	\$11,616	\$11,616	\$11,616	
6/30/2026	\$11,616	\$11,616	\$11,616		
6/30/2025	\$11,616	\$11,616			
6/30/2024	\$11,616				

\*Cap of five (5) years from the date of retirement until the teacher becomes eligible for Medicare.

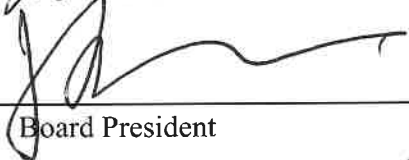
4. A retiree can maintain their current vision and dental insurance benefit with a 100% contribution to the corporation until eligible for Medicare.
  5. The retiree will no longer be eligible to participate in the Board's paid life insurance plan or long term disability paid by the Board after the last day of the month when school term ends.
  6. All applications for the early retirement incentive benefits must be turned in to the School Corporation's Superintendent's Office (with a copy to the Business Office) **no later than 2 p.m. on January 12, 2024**. Certified employees applying for this offer will be notified no later than February 1, 2024 whether their application has been approved. Once an applicant is approved for the early retirement incentive benefits, then the applicant's application will be deemed his/her irrevocable notice of retirement, which will be effective at the end of the 2023-2024 school year. Any applicant who is not selected for the early retirement incentive benefit will NOT be deemed to have retired and will remain actively employed with the School Corporation.
6. This MOU shall expire on June 30, 2024.

MSD BOONE TOWNSHIP SCHOOL CORPORATION

PROFESSIONAL EDUCATORS OF PORTER COUNTY AFT LOCAL NO. #4852

By:   
 Jeff Brooks

By:   
 Tracy Orange, President

By:   
 Board President

Ratification Date: Dec. 12, 2023

Attest:  
 By:   
 Board Secretary

Ratification Date: Dec. 12, 2023

