

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTHWEST LICKING EDUCATION ASSOCIATION AND
THE SOUTHWEST LICKING LOCAL SCHOOL DISTRICT BOARD OF EDUCATION**

This Memorandum of Understanding is entered into between the Southwest Licking Education Association (“Association”) and the Southwest Licking Local School District Board of Education (“Board”). In consideration of the mutual promises and obligations contained herein and for other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Board and the Association agree to the following omissions and corrections to the negotiated agreement.

ARTICLE 36: NON-SUPPLEMENT PAYMENTS

A. RETIREMENT INCENTIVE PROGRAM

1. Per STRS guidelines at the time of retirement, a unit member who retires the first (1st) year they are eligible for retirement will receive a ten thousand dollars (\$10,000.00) retirement incentive.
2. If the unit member chooses to retire the second (2nd) year they are eligible for retirement, they will receive a seven thousand five hundred dollars (\$7,500.00) retirement incentive.
3. A unit member who chooses not to retire within the first (1st) two (2) years of eligibility per STRS guidelines, will not be eligible for a retirement incentive.
4. **In the event STRS changes their guidelines to lower the retirement eligibility during the school year, the STRS revised guidelines or the guidelines in effect as of August 1st of that school year will be used to determine eligibility for the retirement incentive. The purpose of this clause is to provide the highest amount of retirement incentive possible to bargaining unit members.**
5. The retirement incentive shall be paid with the first pay in January following the year of actual retirement.

G. CERTIFICATION/LICENSURE AND ENTRY YEAR COSTS

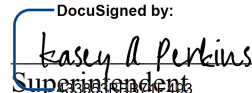
1. **The Board of Education shall reimburse unit members for fifty percent (50%) of the cost of making application to upgrade or renew the certification(s) or license(s) held in the teaching field(s) in which they are currently assigned.**
2. **The Board shall also reimburse unit members for upgrading or renewing any certification(s) or license(s) held by the unit member and into which teaching field(s) the administration has involuntarily transferred the member.**
3. **Proof of payment, as determined by the Treasurer, shall be required to obtain reimbursement.**

ARTICLE 37: SUPPLEMENTAL PAYMENTS

- **Group II: List only as ‘Head Cross Country’ and ‘Head Wrestling’
(Remove Boys and Girls as separate listings for both sports as they can still be separated if needed, but can also remain combined)**
- **Move from Group V to Group IV:**
 - **H.S. Assistant Cross Country**
 - **Head MS Cross Country**
- **Denote ‘Head’ for MS Track in Group IV**
- **Add to Group VI: Assistant MS (Middle School) Track**
- **Add to Group V: M.S. Auditorium Manager**
- **Add to Group VI: M.S. Golf**

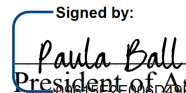
- **Stipends Category: Remove HS Robotics**
- **Stipends Category: Change 11th Grade Advisor to \$1,500**

For the Southwest Licking Local School
District Board of Education

DocuSigned by:


Superintendent
Date: 02/28/25

For the Southwest Licking Education
Association

Signed by:


President of Association
Date: 02/25/25