

**MEMORANDUM OF AGREEMENT BETWEEN THE
Weymouth SCHOOL COMMITTEE AND WEYMOUTH
EDUCATORS ASSOCIATION**

This **MEMORANDUM OF AGREEMENT** (hereinafter “Agreement”) is entered into by and between the Weymouth Public Schools (hereinafter the "Committee") and the Weymouth Educators' Association, Unit A and Unit C (hereinafter the "Association") regarding an early retirement incentive benefit for members of the Association’s Units A and C. This Memorandum of Agreement constitutes the entire agreement between the parties regarding the early retirement incentive program and supersedes any prior discussions or understandings.

Whereas, the Committee is prepared to make available a one-time, voluntary early retirement incentive opportunity to employees in WEA bargaining units A and C, who meet the eligibility requirements as set forth herein; and

Whereas the Committee and Association have negotiated over the terms of the benefit; Now, therefore, the parties have agreed to the following:

1. The Early Retirement Incentive (hereinafter “benefit”) shall be offered to eligible Unit A or C members of the Association.

2. Eligible Members are those members in the Association who have Professional Teacher (PTS) Status in Unit A or “Just Cause” status for Unit C members and have been active members in the Massachusetts Teachers Retirement System and/or other retirement system governed by G. L. c. 32. Additionally, the following criteria must be met:

- Be eligible for retirement under MTRS or other retirement system as of the effective date of separation (June 30, 2026); and
- Be at least age 50 with 30 or more years of creditable service (Retirement Plus),
- or any age with 20 years of service; or
- 10 years of service (the last five being within WPS) and be at least 55+ (Regular MTRS); or
- 20 or more years of service (Tier 1 TRET), or at least age 55 with 10 or more years of service (Tier 1 TRET); and
- Have at least 5 years of continuous employment with Weymouth Public Schools; and
- Have a combined age and years of service of 75 years or more.

This incentive is available only to those who have submitted their notice to apply for this incentive by April 3, 2026, for a separation date of June 30, 2026.

3. The incentive payment shall be a one-time payment not to exceed \$20,000, based on a flat rate and a percentage of the individual eligible member’s base salary that is in effect for the 2025-2026 school year, subject to any applicable taxes and withholdings. Base salary does not include stipendiary positions, bonuses, or other non-regular wages. The percentage of salary will be determined by age and total years of creditable service under the Massachusetts Teachers Retirement System or another retirement system (table below). The incentive payment shall be paid no later than August 30, 2026.

Voluntary Retirement Incentive Schedule
(Non-pensionable, one-time payment)

Age + Years of Service (A+S)	Base Payment	% of Final Salary*	Maximum Total
75–85	\$10,000	4%	\$20,000
86–88	\$10,000	6%	\$20,000
89–91	\$10,000	8%	\$20,000
92+	\$10,000	10%	\$20,000

*applies to 2025-2026 step and placement on the salary grid in the respective contract only and does not include stipends, longevity, or other non-regular payouts.

4. The Committee reserves the right to cap the number of participants beyond 25 members. The Parties agree that should the number of members seeking to participate exceed what the Committee is able to fund, the Committee will, first, honor those already processing retirement for the 25-26 school year, prior to this signed agreement, followed by years of service in Weymouth, followed by non-special education licensed positions, in that order. The District shall notify applicants in writing of acceptance no later than April 27, 2026.

5. The Parties agree that the Member's intent to participate must be in writing on a form prepared by the Committee and Association and submitted to the Superintendent's office that the staff member signs that acknowledges the following: (1) that neither the Committee nor the Association has advised or represented to the bargaining unit member the impact of the incentive on their retirement and have been advised to consult with the Massachusetts Teachers Retirement System or other retirement system governed by G.L. c. 32, and (2) that any compensation received as part of this early retirement incentive shall not be included in the calculation of any retirement allowance pursuant to G. L. c. 32.

6. The Parties agree that once the staff member has submitted their signed intent to participate in the incentive benefit, the decision to separate from Weymouth Public Schools shall be irrevocable unless solely granted a hardship by the Superintendent for extenuating circumstances that occur after the submission of notice of intent.

7. The Committee and the Association agree this incentive program is being offered for the 2025-2026 school year only and shall not create a practice or precedent or become a permanent part of the collective bargaining agreement between the Committee and the Association. The Committee reserves the right to cancel the program if fewer than 25 eligible employees elect participation.

8. The Committee and the Association agree that the Committee is entitled to post and otherwise prepare to fill the positions that will be vacated by any Members who elect to participate in the early retirement incentive program upon the Superintendent's receipt of the Member's notice of participation in the program, as set forth in paragraph 5. Any such posting and filling of vacancies will

be in accordance with the terms of the parties' collective bargaining agreement. Nothing herein obligates the Committee to fill any positions vacated by Members electing to participate in the early retirement incentive program.

9. Decisions regarding eligibility, acceptance, and administration of the program shall not be subject to the grievance or arbitration provisions of the collective bargaining agreement.

Signed this _____ day of March, 2026.

Weymouth Public Schools

Weymouth Educators' Association

Tracey Nardone, Chair, School Committee

Michael Murphy, President

Melanie Curtin, Superintendent

ELECTION OF VOLUNTARY INCENTIVE BENEFIT

Application Deadline 4:00 p.m. on April 3, 2026

As an eligible member of the Weymouth Educators Association (Association), I intend to participate in the early retirement incentive and separate from Weymouth Public Schools at the end of the 2025-2026 school year, in accordance with the Memorandum of Agreement entered into between the Association and the Weymouth School Committee.

I understand that the incentive is a one-time payment calculated at ____ % (percent) of my base salary, in effect for the 2025-2026 school year, in addition to a flat rate of \$10,000 school year, for a total one-time payout of \$ _____ and that the payment is subject to applicable taxes and withholdings. I acknowledge that the incentive payment will be made not later than August 30, 2026.

I acknowledge that my decision to participate and thereby separate from Weymouth Public Schools is voluntary, that I am not eligible for unemployment benefits, and that I must agree not to file for unemployment benefits.

I acknowledge that neither the School Committee nor the Weymouth Educators Association has advised or represented to the members the impact of the incentive on my retirement, and I acknowledge that I have been advised to consult with the Massachusetts Teachers Retirement System or other retirement system.

Acceptance into the program constitutes a complete and final separation from employment with the Weymouth Public Schools. Participants waive any right to reemployment with Weymouth Public Schools for a period of 3 years, except by mutual agreement. This does not include substitute teaching.

I am aware that this election is irrevocable, and my employment with Weymouth Public Schools will be terminated on June 30, 2026. Any exceptions to this election will be solely granted as a hardship by the Superintendent for extenuating circumstances that occur after the submission of notice of intent

I understand and acknowledge that I am subject to the ordinary terms and conditions of my employment until the date of my separation from employment.

Name: _____ Date: _____

Position: _____ School: _____