

PLEASANT VALLEY SCHOOL DISTRICT
Brodheadsville, PA 18322

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN THE
PLEASANT VALLEY SCHOOL DISTRICT AND THE
PLEASANT VALLEY EDUCATIONAL SUPPORT PROFESSIONALS' ASSOCIATION

Re: Language to clarify Article VII # 24.

The Pleasant Valley Educational Support Professionals' Association, ESPA, PSEA, NEA (PVESPA) and the Pleasant Valley School District (PVSD) recognize that a Collective Bargaining Agreement is in force effective July 1, 2018 through June 30, 2021.

Recognizing this, PVESPA and PVSD agree that the terms and conditions of this MOU shall be effective immediately for support staff employees and does not revise, modify amend or cause to be null and void any provision of the present Collective Bargaining Agreement (CBA), except as hereinafter set forth, and said CBA shall remain in full force and effect for the term of the agreement, except as modified or amended as follows:

The intent of the MOU is to provide clarity and procedures with the newly bargained retirement incentive and medical health incentive.

All Intent to Retire Letters must be sent to the Human Resource office via email to HR@pvbears.org with the subject line PVESPA – Intent to Retire Letter.

Retirement Incentive

Retired After CBA signed and before March 1, 2019

An Intent to Retire Letter received between December 14, 2018 (date CBA signed) and March 1, 2019 will be honored as submitted with regard to the effective date of the bargaining unit member's retirement and will qualify for the Article VII # 24 incentive if the bargaining unit member is otherwise eligible for the 2018-2019 year incentive.

Procedures to Retire Under the 2018-2019 Retirement Incentive

To be eligible for the 2018-2019 Retirement Incentive, An Intent to Retire Letter *must be* received on or before May 5, 2019 at 4:00 PM. The member may select a retirement date no sooner than 20 calendar days from the date the letter is received by the Human Resource office, but no later than December 31, 2019 in order for the bargaining unit member to qualify for the incentive outlined in Article VII #24 of the CBA.

Procedures to Retire under the 2019-2020 Retirement Incentive

To be eligible for the 2019-2020 Retirement incentive, An Intent to Retire Letter must be received between May 5, 2019 at 4:01 PM to May 5, 2020 at 4:00 PM. The bargaining unit member must retire on June 30, 2020 in order to qualify for the incentive outlined in Article VII #24 of the CBA.

Payout of Retirement Incentive

The incentive shall be paid *as outlined in the Incentive Payout Table below*. The payment by PVSD shall be paid into an enhanced Tax-Sheltered Annuity (TSA) account in the name of the employee.

Incentive Payout Table

Payout Procedure to Retire under the 2018/2019 Retirement Incentive

Payout Procedure for retirement After CBA signed and before March 1, 2019

Intent to Retire Letter received after the CBA signed and before March 1, 2019 will be paid on or before December 1, 2019.

Payout Procedure for retirement effective date prior to November 1, 2019

Intent to Retire Letter received on or before May 5, 2019 with an **effective date prior to November 1, 2019** will be paid on or before December 1, 2019.

Payout Procedure for retirement effective between November 1, 2019 and December 31, 2019

Intent to Retire Letter received on or before May 5, 2019 with an **effective date between November 1, 2019 and December 31, 2019** will be paid on or before January 31, 2020.

Payout Procedures for retirement under the 2019/2020 Retirement Incentive

Intent to Retire Letter received prior to May 5, 2020 will be paid on or before December 1, 2020.

Retirement Healthcare Incentive

Procedure to Earn the 2019-2020 Retirement Healthcare Incentive

To be eligible for the 2019-2020 Retirement Healthcare Incentive – Member must meet the above criteria for specific criteria listed above for the Retirement Incentive and meet the criteria listed in Article VII #25 of the CBA.

Procedure to Earn the 2020-2021 Retirement Healthcare Incentive

To be eligible for the 2020-2021 Retirement Healthcare Incentive – Member must submit an intent to Retire Letter and it must be submitted between May 5, 2020 at 4:01 pm to May 5, 2021 at 4:00 pm. The bargaining unit member must retire on June 30, 2021 in order to qualify for the incentive outlined in Article VII #25 of the CBA.

Implementation of Retirement Healthcare Incentive

Qualifying Members to meet with Human Resources prior to retirement to coordinate continuation of Healthcare.

IN WITNESS WHEREOF, the parties hereto have placed their hands and seals on the dates stated:

PLEASANT VALLEY SCHOOL DISTRICT

PLEASANT VALLEY EDUCATIONAL SUPPORT PROFESSIONALS' ASSOCIATION

By: John T. Burns

By: James R. Serfano

Date: 5/1/2019

Date: 5/1/2019