

Memorandum of Understanding
between
San Juan Island School District
and
San Juan Education Association

INCREASE TO STIPEND FOR EARLY NOTIFICATION OF RETIREMENT OR RESIGNATION

Under Section 13.4.3 of the 2020-22 collective bargaining agreement, the District has previously agreed to provide a five-hundred-dollar (\$500) stipend to employees who provide the District with early notification, by end of business on February 1, of their resignation from District employment effective at the end of their current contract year.

This memorandum of understanding (MOU) confirms that the District agrees to provide a two thousand, five-hundred-dollar (\$2,500) stipend for non-provisional certificated employees with over ten (10) years of certificated experience who provide the District with early notification, by or before February 1, 2022, of their intention to resign or retire from District employment at the end of the 2021-22 school year.

The two thousand, five-hundred-dollar (\$2,500) stipend shall not be available to provisional employees or employees hired under RCW 28A.405.900, including leave replacement employees and retire-rehire employees. Employees who receive the two thousand, five-hundred-dollar (\$2,500) stipends provided in this MOU shall not also be eligible for the five-hundred-dollar (\$500) stipend provided in Section 13.4.3 of the collective bargaining agreement.

To qualify to receive the two thousand, five-hundred-dollar (\$2,500) stipend, the eligible employee must submit a written notification of resignation or retirement to the Superintendent's office by close of business on February 1, effective at the end of the employee's 2021-22 work year. The District and SJEA understand and agree that an employee's notice of resignation or retirement submitted hereunder shall be irrevocable and may be relied upon by the District in budgeting and planning for the 2021-22 school year and beyond.

In accordance with regulations of the Department of Retirement Systems, the parties to this agreement recognize that the stipend provided for hereunder or under Section 13.4.3 of the collective bargaining agreement is not considered reportable compensation nor payment for services rendered, and thus the stipend is excluded from the calculation of the employee's retirement benefit.

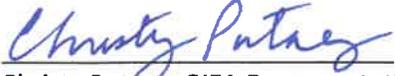
This MOU shall expire at the conclusion of the 2021-22 contract year.

This agreement does not supersede SJISD Board policies, Washington State Rules and Regulations or outcomes of Contract negotiations.

This MOU shall be effective January 10, 2022 through August 31, 2022 and shall be attached to the CBA.

San Juan Education Association

San Juan Island School District



Christy Putney, SJEA Representative

Date: 1/13/22



Fred Woods, Superintendent

Date: 1/13/22