



MEMORANDUM OF UNDERSTANDING
Between
Lynwood Unified School District and Lynwood Teachers Association
January 11, 2018

2017-2018 EARLY RETIREMENT NOTIFICATION INCENTIVE:

The parties have met and fully negotiated a 2017-2018 Early Retirement Notification Incentive for the Lynwood Teacher Association bargaining unit members. The conditions of the Incentive are as follows:

QUALIFICATIONS:

All of the following requirements must be met:

1. Employee must be eligible for STRS retirement. Employee must submit an irrevocable retirement letter on or before Friday, January 19, 2018 at 8:00 a.m. and no later than 4:00 p.m. on Friday, February 16, 2018.
2. The effective date of the retirement must be at the end of the employee's 2017-2018 work year.
3. The irrevocable retirement notice will be date/time stamped and accepted by Human Resources Office staff. Bargaining unit member retirement notices verified to be within the first twenty (20), on a first come first serve basis, will automatically qualify for the incentive.
4. By mutual agreement of the District and the Lynwood Teachers Association, the cap of twenty (20) may be increased.
5. The irrevocable request for retirement will be confidential to the extent possible until they are processed to the board for final approval on June 7, 2018.
6. All unit members shall receive a copy of the board approved MOU mailed to their home address on file with Human Resources as well as provided to the sites for distribution.

2017-2018 INCENTIVE AMOUNT BASED ON CURRENT FTE (Full Time Equivalent):

- The amount of the incentive will be a one-time lump sum of \$5,000 for full time employees*
- The amount of the incentive will be prorated for part time employees based on their current FTE status.

2017-2018 PAYMENT OF INCENTIVE AMOUNT

*The appropriate one-time incentive payment, based on current FTE, will be issued to eligible employees on the June 30, 2018 payroll.

Note: The appropriate one-time incentive payment, based on current FTE, for Lynwood Teachers Association employees will not be less than the amount agreed to for other employee groups and/or other individual employees.

(Subject to Board Approval on January 18, 2018)

For the Lynwood Unified School District:

M. Dipolito 1/11/18



For Lynwood Teachers Association:

Alonda Hillman 1/11/18

J. Hillman 1/11/18

Alfonso Morales, President

Lynwood Unified School District