

MEMORANDUM OF AGREEMENT
Between The
WEBSTER TEACHERS ASSOCIATION
And The
WEBSTER CENTRAL SCHOOL DISTRICT

This Memorandum of Agreement is made by and between Carmen Gumina, Superintendent on behalf of the Webster Central School District (“District”) and Steven Turiano, President on behalf of the Webster Teachers Association (“Association”), shall become effective upon signing by the Parties and approval by the Board of Education.

WHEREAS, the District and the Association have discussed the matter together and mutually desire to enter into this Agreement regarding the extension of a retirement incentive to unit members for the 2017-18 school year.

IT IS AGREED as follows:

1. The District will offer any teacher who is eligible to retire under the New York State Teacher’s Retirement System an incentive to retire.
2. Teachers must file an irrevocable letter of retirement with the Board of Education by **June 15, 2018** for retirement effective between July 1, 2018 and October 15, 2018.
3. For teachers qualifying under paragraphs 1 and 2, above, an incentive shall be paid to the teacher in the first payroll following their retirement effective date into an established 403b account.
4. This incentive shall be as follows:
 - \$40,000 for teachers retiring with 30 or more years of full time service with the District
 - \$35,000 for teachers retiring with 20-29 years of full time service with the District
 - \$25,000 for teachers retiring with 16-19 years of full time service with the District
 - \$20,000 for teachers retiring with 10-15 years of full time service with the District
5. The Parties further agree that this is a one-time incentive, which will only be available during the 2017-18 school year and shall sunset at the close of business on June 30, 2018.
6. For the 2017-18 school year, this incentive shall replace and shall not be in addition to the incentive described in Article 8060 of the collective bargaining agreement between the parties.
7. The parties agree that this Memorandum of Agreement is not to be deemed, in any fashion, as the establishment of a practice or precedent for future situations, grievances, improper practice proceedings, or other actions or proceedings.

NOTWITHSTANDING THE AFORESAID THE PARTIES AGREE;

All other terms and conditions of employment in effect in the Collective Bargaining agreement dated July 1, 2015 through June 30, 2019, will remain in full force and effect until the successful completion of bargaining for a successor Agreement in accordance with the New York State Labor Relations Act (Taylor Law).

FOR THE DISTRICT

FOR THE ASSOCIATION

Carmen Gumina
Superintendent

Steven Turiano
President, WTA

Date

Date

***Approved by the WTA Executive Board and Representative council on _____