

MEMORANDUM OF UNDERSTANDING BETWEEN
WAWASEE COMMUNITY SCHOOL CORPORATION (WCSC) AND
WAWASEE COMMUNITY EDUCATORS ASSOCIATION (WCEA)

1. **Parties:** This Memorandum of Understanding (hereinafter referred to as "MOU") is made and entered into by and between the Board of School Trustees of Wawasee Community School Corporation, herein referred to as the Board, and the Wawasee Community Educators Association, herein referred to as the WCEA.

2. **Purpose:** The purpose of this MOU is to formally establish an amendment to the 2020-2021 Contract Agreement. The amendments will be included as part of Article VI: Retirement/Severance Pay and Appendix F: Extra-Curricular. The amendments add the provision of an early retirement incentive of thirty-seven thousand five hundred dollars (\$37,500.00) for up to four (4) eligible teachers defined in Article VI and extra pay for academic remedial services due to COVID-19 instructional learning gaps in the amount of forty dollars (\$40.00) per hour. This provision was unable to be added during the Negotiation window of September 15, 2020 to November 15, 2020, set by the General Assembly, because at that time, the need for a reduction in teaching staff related to severely reduced ADM was not known and data revealing a need for student remedial services due to instructional time last attributed to COVID was unknown. Therefore, this amendment is necessary for the current contract.

3. **Contract Language Addendums:**

Article VI - Retirement/Severance Pay: The Wawasee Community School Corporation and Wawasee Community Educators Association have agreed that it is in the best interest of the school corporation to offer a retirement incentive for up to four (4) teachers retiring at the end of the 2020-2021 school year. The deadline to notify the superintendent in writing is April 30, 2021.

2021 Retirement Incentive Eligibility

1. School Service. To be eligible to participate, a teacher must be eligible for retirement benefits according to Article VI of the Master Agreement and have been an employee of the Wawasee Community School Corporation for not less than ten (10) years and have not received a previous retirement incentive.
2. Retirement Deadline. Each eligible teacher must submit an irrevocable letter of retirement to be received by the Office of the Superintendent by April 30, 2021 with an effective date no later than June 30, 2021. Once received by the District, the teacher's resignation for the purpose of retirement cannot be rescinded.
3. Retirement Incentive. An eligible teacher electing to retire under the terms of the 2021 Early Retirement Incentive shall be eligible for a one (1) time contribution of thirty-seven thousand five hundred dollars (\$37,500.00) to the teacher's 403(b) account by July 30, 2021 or in such a manner to not exceed any state or federal contribution limits. Once that amount is deposited into a 403(b) account, it may be used at the retiree's discretion.

Appendix F- Extra Curricular 2020-2021

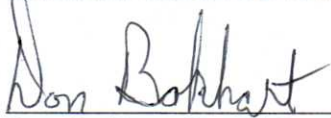
Corporation Extended Programs

C. Extra pay for teaching remedial courses due to COVID-19 instructional learning gaps shall be paid at the rate of forty dollars (\$40.00) per hour. All programs/courses shall be subject to prior approval of the board or its designee.

4. **Term of MOU:** This MOU is effective upon the day and date last signed and executed by the duly authorized representatives of the parties to this MOU and shall remain in full force and effect for not longer than June 30, 2021. The benefits of the MOU are retroactive to February 1, 2021.

5. **Signatures:** In witness whereof, the parties to this MOU through their duly authorized representatives have executed this MOU on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein.

WAWASEE COMMUNITY
SCHOOL CORPORATION



Don Bokhart, Board President

3.9.21

Date

WAWASEE COMMUNITY
EDUCATORS ASSOCIATION



Angela Lortie, Co-President

3/9/21

Date



Kim Jones, Co-President

3/9/21

Date