

TO: MEMBERS, BOARD OF EDUCATION AMENDED
FROM: DR. ANTHONY W. KNIGHT, SUPERINTENDENT
DATE: NOVEMBER 17, 2015
SUBJECT: B.4.b. APPROVE EARLY RETIREMENT INCENTIVE MEMORANDUM OF UNDERSTANDING

ACTION

ISSUE: Shall the Board approve Memorandum of Understanding between Oak Park Unified School District (OPUSD) and the Oak Park Teachers Association (OPTA) offering a retirement incentive for the 2015-2016 school year?

BACKGROUND: In each of the last three years, Oak Park Unified School District and the Oak Park Teachers Association have entered into a Memorandum of Understanding (MOU) to provide an early retirement incentive for teachers meeting certain eligibility requirements. OPUSD and OPTA have found this incentive to be mutually beneficial as a way to recognize the contributions of long-time employees of the District, minimize reduction of newly hired staff, and promote cost savings.

OPUSD and OPTA are proposing to once again to offer the incentive program for the 2015-16 school year. The proposed MOU is identical to the one approved for the 2014-15 school year and is attached for the Board's review.

ALTERNATIVES:

1. Approve the Memorandum of Understanding between OPUSD and OPTA offering a retirement incentive for the 2015-2016 school year.
2. Do not approve the Memorandum of Understanding.

RECOMMENDATION: Alternative No. 1

Prepared by: Martin Klauss, Assistant Superintendent, Business and Administrative Services

Respectfully submitted,

 Anthony W. Knight, Ed.D.
 Superintendent

Board Action: On motion of _____, seconded by _____, the Board of Education:

VOTE:	AYES	NOES	ABSTAIN	ABSENT
Hazelton	_____	_____	_____	_____
Helfstein	_____	_____	_____	_____
Laifman	_____	_____	_____	_____
Rosen	_____	_____	_____	_____
Ross	_____	_____	_____	_____
Student Rep	_____	_____	_____	_____

**Memorandum of Understanding
Between OPUSD and OPTA Regarding
Retirement Incentive for the 2015-2016 School Year
Under Article 26**

Whereas the Oak Park Unified School District ("District") desires to recognize the contributions of longtime employees of the District, minimize reduction of newly hired staff and promote the cost savings that can potentially support future compensation increases, the following retirement incentive is agreed to for the 2015-2016 school year.

1. Eligibility requirement for participating in the retirement incentive:
 - a. Bargaining unit members must have attained the age of 55 by June 30, 2016.
 - b. Bargaining unit members must retire from the California Retirement System.
 - c. Bargaining unit members must have served a minimum of twelve (12) years of permanent employment with the Oak Park Unified School District.
 - d. Bargaining unit members must commit to retirement, and inform the District of their decision to retire no later than March 4, 2016.

2. Retirement Incentive for the 2015- 2016 school year:
 - a. Eligible permanent bargaining unit members may elect either a one-time cash incentive of twenty-five thousand dollars (\$25,000), **or**
 - b. A single HMO health benefits package, including vision and dental (at the prevailing District's rate for retirees), not to exceed \$10,000 annually, for up to five years, or until the retiree reaches his/her 65th birthday, whichever occurs first.

3. If an eligible permanent bargaining unit member selects the single HMO coverage, the amount of the premium for single health coverage (not to exceed \$10,000) will be paid by the District for up to five (5) years, or until the retiree attains the age of 65.

4. An eligible permanent bargaining unit member may elect to use the single HMO incentive as credit to either a dual or family plan (including any PPO plan offered by-the District), with any additional premium cost for such coverage being paid for by the retiree.

5. Eligible permanent part-time bargaining unit members will receive a pro-rated amount of the cash incentive, or the single HMO incentive based on their full time equivalency percentage at the time of their retirement.

This Memorandum of Understanding will be in force until June 30, 2016, unless extended by mutual agreement between the Association and the District.

APPROVED:

OAK PARK UNIFIED SCHOOL DISTRICT

OAK PARK TEACHERS ASSOCIATION

Anthony W. Knight, Ed.D, Superintendent

Russell Peters, Association President

Leslie Heilbron, Ed.D, Negotiations Chair

Tim Roesner, Negotiations Chair