

**Memorandum of Understanding
By and Between
The Camas School District 117
and
The Camas Education Association (CEA)**

Agreement Regarding Retirement Incentive

The Camas School District (District) and the Camas Education Association (Association) agree to offer to following retirement incentives to the bargaining unit between September 1, 2020 – March 15, 2021:

Due to the uncertainty of student enrollment for the 2020-2021 school year and the potential need to reduce the educational program due to Covid-19 and if student enrollment is lower than what was budgeted, the District shall offer a one-time retirement incentive of \$10,000 for any eligible certificated employee who submits a notice to retire between September 1, 2020 – September 30, 2020. Interested employees shall notify the District of their interest to retire by August 21, 2020. Such notice and eligibility for the retirement incentive shall be approved upon acceptance of the DRS notice of retirement letter and successful return of District equipment and materials.

The District shall offer a retirement incentive of \$8,000 to any eligible employee who submits notice to retire at the end of the 2020-2021 school year. Such notice shall be submitted to Human Resources no later than March 15, 2021. Recipients shall receive the retirement incentive, paid in August 2021 upon acceptance of the DRS retirement letter and successful return of District equipment and materials.

This MOU shall expire upon conclusion of fulfillment of the terms of the agreement as agreed above.

Agreed to this 2nd day of October, 2020. Signed this 2nd day of October, 2020.

FOR THE ASSOCIATION:

Original Signature on File

Michelle Houle, CEA President

FOR THE DISTRICT:

Original Signature on File

Dr. Jeff Snell, Superintendent
on behalf of the Board of Directors