

**Memorandum of Understanding  
Between the  
St. Johns County School District  
And  
St. Johns Educational Support Professional Association  
2020-2021**

For the 2020-21 contract year, a one-time nonrecurring early retirement incentives shall be offered effective for the fiscal year beginning July 1, 2020. The elected retirement date must be between the dates of July 29, 2020 through August 10, 2020. Employees opting for this incentive are officially retiring from the St. Johns County School District and the Florida Retirement System.

The following criteria must be met:

- The employee is eligible for normal retirement under FRS (Florida Retirement System) and has not previously retired from FRS.
  - Normal retirement is defined as 30 years in the Florida Retirement System or vested with FRS and age 62.
  - Employees currently in DROP are eligible for this incentive.
- The employee has been in St. Johns County School District for a total of at least 10 years. The 10 years do not need to be consecutive.
- Any employee who has provided notification of retirement to Human Resources prior to July 29, 2020 shall not be eligible to participate in this early retirement incentive.

If eligibility criteria are met:

- The employee will receive a one-time bonus payment of \$6,200.

This memorandum of understanding does not preclude the employee from any retirement bonus payments in which they qualify under Article XII, Compensation.

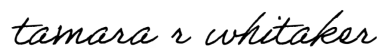
To receive the incentive, employees must:

- Notify Cathy Hutchins, Human Resources in writing no later than August 10, 2020
- Complete all required retirement paperwork through Katie Eckart, St. Johns County School District Retirement Facilitator.



*Cathy Weber*  
Chief Negotiator, SJCSO

7-29-20  
Date



*Tammy Whitaker*  
Chief Negotiator, NEFSU

7-29-2020  
Date