

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

For the 2020-21 contract year, a one-time nonrecurring early retirement incentive 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 special bonus payments in which they qualify under Article XVI, Professional Employee Compensation.

To receive the incentive, employees must:

- Notify Cathy Hutchins, Associate Superintendent of Human Resources 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, SJCS D

7-29-20

Date



Justin Vogel
Chief Negotiator, SJE A

7/29/2020

Date