

## **Southeast Tech**

### **MOU – Collective Bargaining Agreement SFEA Part II Southeast Technical Institute EXECUTIVE SUMMARY**

#### **Purpose:**

To present a Memorandum of Understanding (MOU) revising the notification deadlines for early retirement.

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Southeast Tech has attempted to schedule South Dakota Retirement System representatives to visit campus for meetings with staff considering early retirement options and benefits available through the South Dakota Retirement System. Each of the previously scheduled site visits have been disrupted by weather related events outside the control of Southeast Tech and the South Dakota Retirement System.

Southeast Technical Institute and the Sioux Falls Education Association jointly developed the MOU for the purpose of modifying the language of Article VII, Section C (1)(c). The intent of the modification is to:

1. Move the early notification date for the Early Retirement Benefit from February 1 to March 1, 2017; and
2. change Assistant Superintendent to President; and
3. move the final notification date for the Early Retirement Benefit from August 1 to June 30, 2017.

The 2015-16 Contract language is currently in effect, due to impasse at negotiations for the 2016017 Agreement. The memorandum will only affect Article VII, Section C (1)(c) for academic year 2016 – 2017.

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#### **Administrative Recommendation to School Board:**

Approve and authorize for signature the Memorandum of Understanding.

**MEMORANDUM OF UNDERSTANDING**

**By and between**

**SIOUX FALLS SCHOOL DISTRICT 49-5  
SOUTHEAST TECHNICAL INSTITUTE**

**And the**

**SIOUX FALLS EDUCATION ASSOCIATION**

**For the**

**PURPOSE OF MODIFYING THE LANGUAGE OF ARTICLE VII, SECTION C (1)(c)**

**General Intent and Modification of Article VII, Section C (1)(c)**

The intent of this memorandum is to:

- A. move the early notification date for the Early Retirement Benefit from February 1 to March 1, 2017; and
- B. change Assistant Superintendent to President; and
- C. move the final notification date for the Early Retirement Benefit from August 1 to June 30, 2017.

Whereas, the 2015-16 Contract language is currently in effect, due to impasse at negotiations for the 2016-17 Agreement. This memorandum will only affect Article VII, Section C (1)(c) for academic year 2016 - 2017.

**Existing language of Article VII, Section C (1)(c)**

In order to qualify for the Early Retirement Benefit, an Instructor shall notify the President in writing not later than February 1 of the Instructor's intention to retire in the current school year. The Assistant Superintendent shall forward the list of early retirees to the Association President within five (5) working days of February 1. If an Instructor fails to inform the President of the intent to retire by February 1, but subsequently wishes to retire early and has met all other requirements of this policy and if the President and the President of the Association support the request, the Board may authorize the Early Retirement Benefits, but the total amount of such Benefits shall be reduced by ten percent (10%). Such late requests may be submitted anytime prior to August 1.

**Modification to language of Article VII, Section C (1)(c)**

In order to qualify for the Early Retirement Benefit, an Instructor shall notify the President in writing not later than March 1, 2017 of the Instructor's intention to retire in the current school year. The President shall forward the list of early retirees to the Association President within five (5) working days of March 1, 2017. If an Instructor fails to inform the President of the intent to retire by March 1, 2017, but subsequently wishes to retire early and has met all other requirements of this policy and if the President and the President of the Association support the request, the Board may authorize the Early Retirement Benefits, but the total amount of such Benefits shall be reduced by ten percent (10%). Such late requests may be submitted anytime prior to June 30, 2017.

In witness whereof the parties have caused this memorandum of understanding to be signed at Sioux Falls, South Dakota the \_\_\_\_\_ day of \_\_\_\_\_, 2017.

**SIOUX FALLS EDUCATION ASSOCIATION:**

**SIOUX FALLS SCHOOL DISTRICT 49-5**

By \_\_\_\_\_  
**Pam Oberembt**  
**President, Sioux Falls Education Association**

By \_\_\_\_\_  
**Todd Thielke**  
**President, Sioux Falls School Board**

By \_\_\_\_\_  
**Kristin Larsen**  
**Chief Negotiator, Sioux Falls Education Association**

By \_\_\_\_\_  
**Todd Vik**  
**Business Manager, Sioux Falls School District**

By \_\_\_\_\_  
**Robert Griggs**  
**President, Southeast Technical Institute**