

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
THE AVERILL PARK CENTRAL SCHOOL DISTRICT  
AND  
THE UNITED PUBLIC SERVICE EMPLOYEES UNION**

**WHEREAS**, the Averill Park Central School District (“District”) and the United Public Service Employees Union (“Union”) are parties to a collective bargaining agreement for the period July 1, 2011 to June 30, 2016 collective bargaining agreement (“Agreement”); and,

**WHEREAS**, the parties have discussed the use of a one-time payment to encourage members of the Union to notify the District earlier if they intend to retire at the conclusion of the 2015-2016 school year.

**IT IS HEREBY AGREED:**

1. For the 2015-2016 school year only, any member who submits an irrevocable letter of resignation for the purpose of retirement to the District no later than February 1, 2016 shall be entitled to a one-time payment based on the following years-of-service schedule:

10-19+ years of service	\$500.00
20+ years of service	\$750.00

a. The member must submit an irrevocable letter of resignation for the purpose of retirement with an effective date of June 30, 2016 to the office of the Superintendent which must be received no later than February 1, 2016;

b. The letter may not be later rescinded by the member and may be immediately acted upon by the Board of Education;

c. The member must be retiring from the District in accordance with the terms and conditions of the New York State Employees Retirement System;

d. The member must have completed a minimum of 10 years of continuous service to the District immediately preceding retirement;

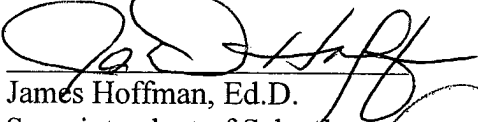
e. The payment will be made to the member in his/her final payroll and shall be in the amount as set forth above, less appropriate taxes and withholdings.

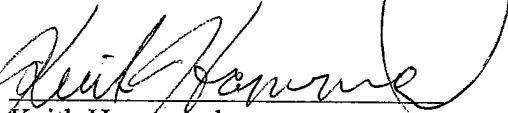
2. This Memorandum is effective for the 2015-2016 school year only. This Memorandum shall sunset on June 30, 2016 and shall not continue pursuant to the terms of Civil Service Law (Triborough).

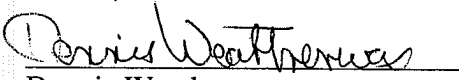
3. This Memorandum of Agreement is subject to the approval of the Board of Education.

DATED: December 23, 2015

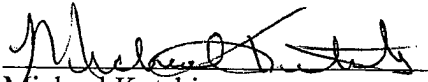
FOR THE DISTRICT:


  
James Hoffman, Ed.D.  
Superintendent of Schools

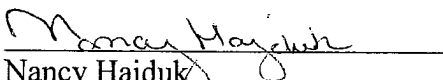
  
Keith Hammond  
UPSEU

  
Dennis Weatherwax  
UPSEU

FOR UPSEU:

  
Michael Kutski  
UPSEU

  
Stacey Walczak  
UPSEU

  
Nancy Hajduk  
UPSEU