



Final #2Cupe...



**Memorandum of Understanding
Between Cupertino Union School District
And Service Employees International Union, Local 521**

*Contract Extension
Reopeners for Articles 6, 7, and 10
Retirement Incentive*

The District and the Service Employees International Union, Local 521 (SEIU) unit members agree to the extension of the Memorandum of Understanding. The agreement is as follows:

1. Section 22.1- Duration of Agreement

This Agreement shall be effective upon the ratification of the Board of Education and the members of the union and commence on July 1, 2018 and shall continue in effect until June 30, 2021 (2020-2021 school year).

2. Section 22.2 Reopeners

2020-2021 During the 2020-2021 school year, either party may reopen negotiations over two (2) non-economic articles and Article 6 (Compensation), Article 7 (Health and Welfare Benefits) and Article 10 (Reclassification).

3. Specifically for Article 10 (Reclassification): This

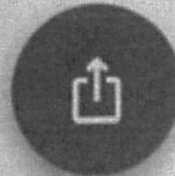
~~reclassification-reopener must include the following classifications:~~ Consistent with the collective bargaining agreement, SEIU has determined that the following reclassification will be brought forward:

During the 2020-2021 school year:

- a. Cafeteria Assistant I (at elementary schools)
- b. Custodians
- c. Grounds
- d. Skilled Maintenance

During the 2021-2022 school year:

- e. Dispatcher/Scheduler
- f. Furniture Utility
- g. Maintenance
- h. To Be Determined



3. Health and Welfare Benefits – Retirement Incentive:

a. 2020-2021: Eligible unit members who give notice of retirement by April 30, 2021 shall be

entitled to continue to receive the same level and coverage of medical benefits they were receiving during the 2020-2021 school year until age 65. These benefits will be on the same basis as benefits are provided for current employees, including any changes in plans/coverage and premium contributions by the District or employees during the period of time the retired unit member is receiving benefits under this incentive.

b. Exceptions will be made to the foregoing requirement of "fixing" retiree benefits at the

employee's 2020-2021 level based on major life changes occurring subsequent to the 2020-

2021 school year that are "qualifying events" pursuant to insurance plan/carrier requirements and conditions.

c. Eligibility /Terms and Conditions

i. To be eligible, unit members must have provided ten (10) cumulative years of service in the District. These years of service need not be consecutive.

ii. Part time FTE service shall count as a full year for purposes of meeting the ten (10) year requirement above. Unit members less than 1.0 FTE at the time of retirement shall, however, receive a proportional benefit payment.

iii. Unit members must actually retire into the PERS system (as opposed to a resignation without actual retirement).

CUSD

SEIU

Murray Olmstead

June 15, 2020

Date

Date

Stacy Mcayee
6-15-20

CUSD

SEIU