

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

Reduction in Work Year
One-time Salary Payment
Retirement Incentive

The District and the Service Employees International Union, Local 521 (SEIU) unit members agree to the following Compensation and Retirement Incentive for the 2019-2020 school year. The agreement is as follows:

1. Article 6 Compensation:

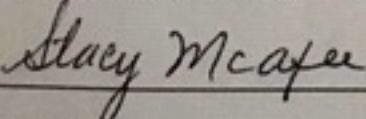
- a. 2019-2020:
- i. Each unit member will receive a one-time payment equal to 1% of their earned salary for 2019-2020 based on salary schedule placement. Unit members must be employed as of the date of ratification to be eligible to receive this payment.
 - ii. Unit members shall have a paid non-work day on the May 22, 2020.

2. Health and Welfare Benefits – Retirement Incentive:

- a. 2019-2020: Eligible unit members who give notice of retirement by May 15, 2020 shall be entitled to continue to receive the same level and coverage of medical benefits they were receiving during the 2019-2020 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 2019-2020 level based on major life changes occurring subsequent to the 2019-2020 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).

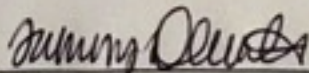
Absent written, ratified agreement otherwise, the work year reduction shall terminate upon expiration of this Agreement and the one (1) reduced work day shall automatically be restored, with no change to the salary schedules, effective with the 2020-2021 school year.

Cupertino Union School District



April 22, 2020
Date

Service Employees International Union, Local 521



April 22, 2020
Date