

## MEMORANDUM OF UNDERSTANDING

This **MEMORANDUM OF UNDERSTANDING** is executed this the 19 day of May, 2025, by and between the **BOARD OF EDUCATION OF THE WAPAKONETA CITY SCHOOL DISTRICT** (the "Board") and the **WAPAKONETA EDUCATION ASSOCIATION** (the "Association").

**WHEREAS**, the Board and the Association are parties to a Collective Bargaining Agreement (the "Agreement"), the effective dates of which are July 1, 2023 through June 30, 2026; and

**WHEREAS**, Article 14.03 of the Agreement contains language about a retirement incentive and lists the eligibility requirements for the same, which are based on the State Teachers Retirement System ("STRS") retirement qualifications; and

**WHEREAS**, STRS recently changed the retirement qualifications on a temporary basis beginning on June 1, 2025; and

**WHEREAS**, the Board and Association desire to agree as follows given the new temporary STRS retirement qualifications.

**NOW, THEREFORE, BE IT AGREED** upon by the Board and the Association as follows:

1. The parties agree that bargaining unit members who were eligible for the payment set forth in Article 14.03 before the STRS temporary changes were announced shall remain eligible for such payment if they retire in what otherwise would have been his/her first year of eligibility at any age and 34 years of service at the end of the 2024-2025 school year, and otherwise comply with the provisions of this Article. Bargaining unit members who are in their first year of eligibility at any age and 32 or 33 years of service at the end of the 2024-2025 school year and otherwise comply with the provisions of this Article are eligible for such payment under Article 14.03 pursuant to the STRS temporary change. Notwithstanding the foregoing, bargaining unit members who are in their first year of eligibility at any age and 32 or 33 years of service at the end of the 2024-2025 school year must give written notice to the Superintendent by no later than May 23, 2025 in order to qualify for the incentive.

2. This MOU shall expire on July 31, 2025.

3. Executed on the date noted above by the duly authorized representatives of the Board and the Association.

**WAPAKONETA CITY SCHOOL  
DISTRICT BOARD OF EDUCATION**

**WAPAKONETA EDUCATION  
ASSOCIATION**

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Superintendent

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Association President