

FCEA & FESPA - FCSB: Impact Bargaining (June 2020)

FCSB Counter-Proposal: June 5, 2020

Memorandum of Understanding: Early Retirement

For the 2020-21 contract year, a one-time nonrecurring early retirement incentive shall be offered effective for the fiscal year beginning July 1, 2020. The elected retirement date must be between the dates of July 1, 2020 through July 31, 2020. The following criteria must be met:

- The employee is eligible for full retirement under FRS (Florida Retirement System) and has not previously retired from FRS.
 - Full retirement is defined as "30 years in the Florida Retirement System or age 62". If the employee is in DROP, they must not have been in DROP more than 36 months.
- The employee has been in Flagler County Schools for 10 years or more.
- Any employee who has provided notification of retirement to Human Resources prior to June 15, 2020 shall not be eligible to participate in this early retirement incentive.

If eligibility criteria are met:

- An employee under the age of 62 shall be paid a one-time bonus equivalent to 18% of their base salary.
- An employee 62 years of age or above the options are:
 1. The Board will pay \$6,500 towards the employee's current Flagler County Schools' health care, terminating at age 65 (Medicare eligibility).
 - OR-**
 2. A one-time bonus equivalent to 18% of the employee's base salary.
- If an employee retires and has been in Flagler County Schools for at least 10 years, they also qualify for a \$6000 bonus (as per FCEA & FESPA Collective Bargaining Agreements)

To receive the incentive, employees must:


- Notify Human Resources no later than July 15, 2020
- Complete all required retirement paperwork through the State and/or HR

Tentatively Agreed to on June 5, 2020


Katie Hansen, FCEA President


Estelle Piasecki, FESPA President


Tammy Whitaker, Northeast Florida Service Unit Director FEA


Jerry Copeland, Chief Negotiator FCSB


Earl Johnson, Executive Director of Leadership Development