

MEMORANDUM OF UNDERSTANDING REGARDING
EXTENDED SERVICE SEVERANCE

The Douglas County School District and the Douglas County Federation have a mutual interest in paying district teacher retirees their Extended Service Severance in conjunction with them working a 110-Day Agreement in SY 2010-11.

In order to provide for adequate cash flow issues during current fiscal constraints, the District needs to handle this payout as follows:

LICENSED OPTIONS--

1. OPTION 1

- PERA-Retirement Eligible by June 30, 2010
- 15 years of service in the District
- Full Severance paid over 2 years; 2/3's by October 31, 2010 and 1/3 by October 31, 2011 [dependent upon BOE appropriation for the 2011 payment].
- Can work a 110/110 in SY 2010-11 if position exists and contingent upon supervisor's approval.
- Deadline to submit to HR the Licensed Separation Notice is **April 30, 2010.**

2. OPTION 2

- PERA-Retirement Eligible by June 30, 2010
- 10-14 years of service in the District
- Prorated Severance; i.e., 12 years – 12/15's of severance; 2/3's paid by October 31, 2010 and the remaining 1/3 paid by October 31, 2011 [dependent upon BOE appropriate\ion for the 2011 payment]
- Can work a 110/110 in SY 2010-11 if position exists and contingent upon supervisor's approval.
- Deadline to submit to HR the Licensed Separation Notice is **April 30, 2010.**

3. OPTION 3

- PERA-Retirement Eligible by June, 30, 2010
- Less than 10 years in the District and must have a base salary \$56,000 or more
- No Severance
- Can work a 110/110 if position exists and contingent upon supervisor's approval.
- Deadline to submit to HR the Licensed Separation Notice is **April 30, 2010.**

4. OPTION 4/Current Practice [Check your DCFT Contract]

- PERA-Retirement Eligible
- 15 years or more in the district
- Full Severance paid per Contract Language
- No 110/110
- Deadline to submit to HR the Licensed Separation Notice is **March 1, 2010.**

Dated at Castle Rock, Colorado this _____ day of _____, 2010.

DOUGLAS COUNTY SCHOOL
DISTRICT Re-1

DOUGLAS COUNTY FEDERATION
OF TEACHERS

President, Board of Education

President, DCFT

ATTEST:

ATTEST:

Secretary

Secretary