

**Wachusett Regional School District
and the
Wachusett Regional Education Association, Inc.**

Memorandum of Agreement

Provisions for an Early Retirement Incentive

The undersigned, Darryll McCall, Ed.D, Superintendent of Schools for the Wachusett Regional School District, hereinafter the "District" and Mary E. Lampron-Shepherd, President, Wachusett Regional Education Association, Inc. hereinafter the "WREA", do hereby agree as follows:

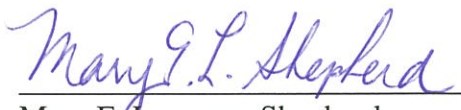
Professional Teacher Status WREA Members in good standing who have been active in the Massachusetts Teachers Retirement System and/or other retirement system governed by M.G.L Chapter 32 for fifteen (15) years or more and are planning to return to their teaching assignments (and have not already submitted an intent to retire) for the 2020/2021 school year are offered an Early Retirement Incentive of \$15,000, under the following conditions:

1. *Submittal to the Superintendent of Schools of an irrevocable letter of intent to retire from the Wachusett Regional School District; such letter must be received by the Superintendent's office by noon on July 31, 2020.*
2. *The effective retirement date(s) must be prior to August 31, 2020.*
3. *Payment(s) of the \$15,000 will be paid at the member's option, from September 1, 2020 through June 30, 2021.*
4. *The Superintendent reserves the right to limit the number of retirees eligible to receive the incentive based upon the needs of the District. Members will be notified by August 7, 2020.*
5. *This Agreement is non-precedent setting and expires on August 31, 2020.*

Dated this 31 day of July 2020



Darryll McCall, Ed.D.
Superintendent of Schools
Wachusett Regional School District



Mary E. Lampron-Shepherd
President
Wachusett Regional Education
Association, Inc.