

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
KENMORE-TOWN OF TONAWANDA UNION FREE SCHOOL DISTRICT  
AND THE  
KENMORE-TONAWANDA SERVICE EMPLOYEES ASSOCIATION

Re: One-time Retirement Incentive

The parties agree that the Kenmore-Tonawanda Union Free School District (hereinafter, "UFSD") will offer a retirement incentive as follows:

1. The incentive will apply to all full-time employees covered by the Kenmore-Tonawanda Service Employees Association (hereinafter, "KTSEA") collective bargaining agreement who have completed at least thirty (30) years of service with the Kenmore-Tonawanda UFSD.
2. Employees who are eligible for the incentive must submit an irrevocable letter of retirement by no later than March 1, 2016 with a retirement effective date of no later than December 31, 2016.
3. Those employees who qualify for the incentive shall receive a contribution of 12% of the employee's final salary into a 105(h) account. If the calculation of the contribution is less than \$5,000.00, the employee shall receive the minimum contribution of \$5,000.00 into the employee's 105(h) account.
4. The payment into the employee's 105(h) account shall be received within three (3) months of the employee's retirement effective date.

This agreement constitutes the entire agreement and understanding between the parties and shall not be modified except by writing signed by both parties. This agreement is without prejudice to the positions of the parties on any issue and is not designed to set a precedent.

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Dawn Mirand  
Superintendent

Date

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John Mooney  
President, KTSEA

Date

