

**Memorandum of Understanding**

The following additions to the collective bargaining agreement between Columbia School District #206 and the Northwest Columbia Education Association will take effect September 1, 2020 through August 31, 2022

**ARTICLE IX – GENERAL PROVISIONS**

D. Early retirement notification on or before February 1 will result in a one-time bonus of \$2,000 for that employee to be paid in the final paycheck. The district shall give out no more than \$6,000 total per year in bonuses. In the event that more than three employees decide to retire in the same year, the \$6,000 will be divided evenly among those retiring teachers who gave early notification. Notification will be in the form of a letter, dated and signed by the employee, given to the Superintendent.

  
Board Chair Signature

11/24/20  
Date

  
Superintendent Signature

11-24-20  
Date

  
NWCEA President Signature

11-24-20  
Date