

DURHAM UNIFIED SCHOOL DISTRICT PROPOSAL

For March 25, 2014 Negotiations Session

ARTICLE 16

Subsections 16.1 through 16.7 are non-substantive changes to remove outdated language and are agreed.

Subsections 16.8: Add new subparagraphs C and D to existing language:

C. Early Notification Incentive: Any unit member who gives an irrevocable, unconditional written notice of retirement to the District Superintendent by October 1 effective no later than the end of the school year in which the notice is given shall receive payment of \$1,500, payable within 60 days after the unit member's date of retirement. Such payment shall be considered income and subject to all payroll taxes and / or deductions required by law.

D. In any school year if there is a written request by the Association no later than October 1, the District shall review the feasibility and potential cost savings of a retirement incentive for unit members and determine whether in its discretion a retirement incentive is desirable to offer in that school year.