

MEMORANDUM OF AGREEMENT
Between
The Minneapolis Federation of Teachers
And
Minneapolis Public Schools

Retirement Incentive Program, 2024

WHEREAS, the Minneapolis Federation of Teachers (MFT) is the exclusive representative for certain employees employed by the Minneapolis Public Schools, Special School District No. 1, (“School District”); and

WHEREAS, the School District desires to offer a retirement incentive program with a one-time \$15,000 severance payment; and

WHEREAS, in order to be eligible for the one-time severance payment an employee must be currently classified in a benefits-eligible status, have completed twenty-five (25) years of service in Minneapolis Public Schools by August 31, 2024, AND be 55 years of age or older as of August 31, 2024, AND be vested in a Minnesota State pension fund; and

WHEREAS, the one-time \$15,000 severance payment shall be deposited in a Minnesota State Retirement System (MSRS) Post-Retirement Health Care Account unless a retiring employee meets the criteria of exemption from the Post-Retirement Health Care Plan according to Minnesota State Retirement System guidelines, in which case the \$15,000 shall be placed into a 403(b)/457 account of the retiring employee’s choice of the allowed district vendors;

NOW, THEREFORE, BE IT RESOLVED, the School District and Union agree as follows:

1. Any employee represented by MFT who provides required documentation to the Benefits Office of the Division of Finance in the Davis Center between Monday, April 1, 2024 and the end of the business day (4:30 pm) on Wednesday, May 15, 2024 of the employee’s intent to retire at the end of the current duty year, will be eligible for a \$15,000 severance payment to be deposited in a Minnesota State Retirement System (MSRS) Post-Retirement Health Care Account.
2. If a retiring employee meets the criteria of exemption from the Post-Retirement Health Care Plan according to Minnesota State Retirement System guidelines, the severance payment shall be placed into a 403(b)/457 account of the retiring employee’s choice of the allowed District vendors. The decision of MSRS shall not be grievable under the CBA grievance process.
3. In order to participate in this incentive program, the retiring employee must sign any waivers, notices, releases or other District-required documents by the program due date of Wednesday, May 15, 2024. It is the requesting employee’s responsibility to ensure all required paperwork and forms are completed appropriately with required information. There will be no exceptions to the deadline.
4. The payments and benefits provided by this Incentive Program are subject to all legal requirements and obligations, including, but not limited to, severance pay limitations under Minnesota Statute Sections 465.72 and 465.722 and limitations on contributions toward health care savings and 403(b)/457 plans. Nothing in this Memorandum of Agreement shall be construed as requiring the District to provide a benefit or make a payment in violation of applicable state and federal laws, rules, or regulations.

BE IT FURTHER RESOLVED, that former employees who are no longer employees of the District on the date of the signing of this agreement or have previously retired from Minneapolis Public Schools and were subsequently rehired, or any employee who has previously retired or separated from the District and received a severance or retirement incentive payment including, but not limited to, sick leave severance, wellness, early notification bonus or any other retirement or severance payment other than wages or unused vacation, are not eligible for this retirement severance payment.

BE IT FURTHER RESOLVED, that any employee approved for participation in this program may not return to work for Minneapolis Public Schools in any benefit eligible appointment for a minimum of four (4) calendar years from date of separation (June 30, 2024).

BE IT FURTHER RESOLVED, that this Memorandum of Agreement shall not establish a precedent or require the District to offer the same or similar incentive in the future.

FOR THE UNION:

Greta Callahan
Greta Callahan (Mar 27, 2024 15:41 CDT)

Greta Callahan
President, MFT Local No. 59

DATE: Mar 27, 2024

FOR THE DISTRICT:

Alicia Miller
Alicia Miller (Mar 27, 2024 15:50 CDT)

Alicia Miller
Senior Human Resources Officer
Minneapolis Public Schools

DATE: Mar 27, 2024