

AGREEMENT AND MEMORANDUM OF UNDERSTANDING
BETWEEN PIONEER CAREER AND TECHNOLOGY CENTER BOARD OF
EDUCATION AND THE EDUCATION ASSOCIATION OF PIONEER

This Agreement and Memorandum of Understanding (“Agreement”) is between the Pioneer Career and Technology Center Board of Education (“the Board”) and the Education Association of Pioneer (“EAP”) regarding the payment of severance benefits to employees of the Pioneer Career and Technology Center Board of Education.

This agreement arises out of the mutual understanding that it is beneficial to both parties to encourage employees with 10 years of service with the Pioneer Career and Technology Center to retire in the first year that they are eligible as determined by STRS/SERS rules without a reduction in benefit, recognizing that STRS unreduced benefit eligibility changed after the April 1, 2025 notification deadline.

The parties understand and agree as follows:

- A. Article VIII, Section 811-G of the mutually agreed upon Negotiated Agreement effective through June 30, 2027 will be modified to read “Employees with 10 years of service with the Pioneer Career and Technology Center, who retire in the first year that they are eligible (as determined by STRS/SERS rules without a reduction in benefit) shall receive 50% of their accumulated and unused sick leave. For all employees this is based on a maximum accumulation of 235 days. Employees must notify the District no later than July 16, 2025.”
- B. It is expressly understood that this language applies only to employees who qualify for STRS/SERS retirement with out a reduction at the end of the 2024-2025 contract year.

This agreement shall be for the time period, May 20, 2025 through September 1, 2025 and all language shall revert to the language as agreed upon in the Negotiated Agreement between the Pioneer Career & Technology Center and Education Association of Pioneer, effective July 1, 2024 through June 30, 2027. The duly authorized representatives of the Board and the EAP have executed this MOU on the date set forth by each name, and it shall be effective upon signature of all parties.

FOR THE EDUCATION ASSOCIATION OF PIONEER:

Sandra Grau, President Date

FOR THE BOARD:

Gregory D. Nickoli, Superintendent Date