



MEMORANDUM OF UNDERSTANDING
By and Between
ONTARIO-MONTCLAIR SCHOOL DISTRICT
And the
ONTARIO-MONTCLAIR TEACHERS ASSOCIATION



November 6, 2025

MEMORANDUM OF UNDERSTANDING

ONE-TIME INCENTIVE FOR EARLY NOTIFICATION OF
RETIREMENT/RESIGNATION

WHEREAS, the Ontario-Montclair School District (District) and the Ontario-Montclair Teachers Association (OMTA) are Parties to a Collective Bargaining Agreement (CBA), effective from July 1, 2025 through June 30, 2026; and

WHEREAS, for purposes of preparing and planning the District's hiring and position control practices for the 2026-2027 school year, it is in the best fiscal interests of the District to have information regarding certificated employee resignations and retirements prior to the end of the current 2025-2026 school year; and

WHEREAS, the Parties have determined a monetary incentive for certificated bargaining unit employees who wish to voluntarily exercise their option to retire/resign from District service is a practical means of encouraging early notification to the District of such plans; and

WHEREAS, the Parties seek to provide a one-time incentive to eligible employees who provide early notification to the District of their retirement/resignation effective at the end of the 2025-2026 school year.

NOW THEREFORE, THE PARTIES AGREE:

1. The District shall pay an early notification incentive to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from District employment with an effective date between May 1, 2026 to June 30, 2026, and provides early notification as specified in this Memorandum of Understanding.
2. Any permanent District certificated employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum of \$3,000 if submitted to the Human Resources Office no later than 4:00 p.m. on or before January 12, 2026. Each such participant is solely responsible for all tax consequences of accepting the incentive.

One-Time Incentive for Early Notification of Retirement/Resignation

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3. Certificated employees agree not to return to District employment as a permanent certificated employee until after June 30, 2027.
4. Certificated employees who work less than a full-time assignment shall be eligible to receive a pro-rated lump sum in return for their submission of an early notification of irrevocable resignation or retirement.
5. This MOU is for the 2025-2026 school year only and expires by its own terms on June 30, 2026. The Parties agree that this MOU is non-precedential and applies only to the terms specifically agreed to and described. Nothing in this MOU waives, modifies, or amends any provisions of the CBA except as provided herein.

This MOU is non-precedent setting.

For the District

10/16/25
Hector Macias, Ph.D. Date
Deputy Superintendent, Human Resources
Ontario-Montclair School District

For the Association

10/16/25
Tisha Curry Date
President
Ontario-Montclair Teacher Association