

**Memorandum of Understanding (MOU)**

**Between the San Diego Unified School District (“District”)**

**And**

**San Diego Education Association (“SDEA”)**

**Payment for Early Notification of Retirement**

**WHEREAS**, the District is offering a payment for early notification of retirement to employees who submit their retirement notice to the District on or before January 15, 2024.

**WHEREAS**, receiving this information early for those retiring between June 7, 2024 and June 30, 2024 will assist in efforts to mitigate negative impacts to sites’ and departments’ staffing districtwide; and

**WHEREAS**, the District will not be offering a retirement incentive during the 2023-2024 fiscal year; and

**WHEREAS**, this payment aims to encourage unit members who are already contemplating retirement to provide early notification, rather than serving as an incentive for retirement itself; and

**WHEREAS**, the Parties negotiated in good faith regarding a one-time payment for unit members who provide early notification of retirement to the District; and

**NOWHEREFORE**, the Parties agree to the following:

1. Unit members who submit their notification of retirement to the District on or before the close of business on January 15, 2024, with a retirement date between June 7, 2024 and June 30, 2024, shall receive a one-time payment of one-thousand dollars (\$1,000), minus all applicable taxes and withholdings.
2. In order to receive the payment for early notification of retirement, unit members shall complete and submit the resignation form for purposes of retirement by the January 15, 2024 deadline.
3. Unit members who have submitted their notice of retirement prior to the date of this Agreement with retirement dates between June 7, 2024 and June 30, 2024, shall receive the payment for early notification of retirement.

4. Unit members shall receive the one-time lump sum payment no later than February 29, 2024.
5. All components of the current Collective Bargaining Agreement between SDEA and District not addressed by the terms of this Agreement shall remain in full effect.
6. This Agreement is non-precedential.
7. This MOU is effective upon completion of the ratification process by both Parties.

FOR THE DISTRICT:

FOR SDEA:

DocuSigned by:  
*Jessica Falk Michelli* November 30, 2023  
76F2DE76533F42E1  
Jessica Falk Michelli Date  
Executive Director, Labor Relations

DocuSigned by:  
*Abdul Sayid* November 30, 2023  
A65BF18A0CC4581  
Abdul Sayid Date  
Executive Director, AASD

DocuSigned by:  
*Kristine Morshead* November 30, 2023  
2E5D9C44  
Kristine Morshead Date  
Sr. Executive Director, Human Resources

DocuSigned by:  
*Kyle Weinberg* December 4, 2023  
625001E207E497  
Kyle Weinberg Date  
President, SDEA