

Memorandum of Understanding (“MOU”)

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

And

San Diego Education Association (“SDEA”)

November 30, 2023

REVISED – December 14, 2023

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 (or July 12, 2024 for unit members working summer school) 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

NOW THEREFORE, 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 (except for unit members working a summer school assignment), shall receive a one-time payment of one-thousand dollars (\$1,000), minus all applicable taxes and withholdings.
 - a. Unit members working a summer school assignment must complete the summer school assignment and submit their notification of retirement to the District on or before the close of business on January 15, 2024, with a retirement date of July 12, 2024, in order to receive the above payment.

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

December 14, 2023

Jessica Falk Michelli

Date

Executive Director, Labor Relations

DocuSigned by:

Abdul Sayid

December 14, 2023

Abdul Sayid

Date

Executive Director, SDEA

DocuSigned by:

Kristine Morshead

December 14, 2023

Kristine Morshead

Date

Sr. Executive Director, Human Resources

DocuSigned by:

Kyle Weinberg

December 15, 2023

Kyle Weinberg

Date

President, SDEA