

MEMORANDUM OF UNDERSTANDING
By and between
SAN DIEGO UNIFIED SCHOOL DISTRICT and the
SAN DIEGO EDUCATION ASSOCIATION (SDEA)

Regarding a
2024-2025 SUPPLEMENTAL EARLY RETIREMENT PROGRAM (SERP)

October 22, 2024

The San Diego Unified School District (“District”) agrees to offer a SERP for the 2024-2025 fiscal year. The intent of offering a 2024-2025 SERP is to reduce the number of filled positions and subsequently reduce the number of layoff notices for the 2025-2026 fiscal year. The District and the San Diego Education Association (SDEA) Bargaining Unit agree to implementation of a 2024-2025 SERP upon Board of Education approval.

The SERP will only be available to SDEA bargaining unit members in accordance with the terms described in Exhibit 1, which is attached hereto and incorporated herein.

For the District:

For SDEA:

Jessica Falk Michelli Date
Executive Director, Labor Relations

Kyle Weinberg Date
President

Kristine Morshead Date
Senior Executive Director, Human Resources

Anthony Saavedra Date
Executive Director, SDEA

**2025-2026 SUPPLEMENTAL EARLY RETIREMENT PLAN (SERP)
San Diego Unified School District for SDEA Bargaining Unit Members**

EXHIBIT 1

Parties agree to offer and actively encourage the following Supplementary Early Retirement Plan (“SERP”) during the 2024-2025 school year:

1.0 Eligibility

1.1 Those certificated employees who meet all of the following criteria:

- a) Are SDEA Bargaining Unit members;
- b) Are permanent contract employees of the District or College Career Technical Education ("CCTE") teachers as of October 22, 2024 (date of Board of Education adoption) or on Leave of Absence (LOA) with return rights to a bargaining unit position;
- c) Five (5) years of district service as a permanent certificated employee as of June 30, 2025;
- d) Are eligible to retire under STRS (age 55 with 5 years of STRS service credit or age 50 with 30 years of STRS service credit) or CalPERS (age 50 with 5 years of PERS service credit) as of June 30, 2025;
- e) Submit all required SERP enrollment materials, STRS/PERS retirement eligibility documentation (if applicable), and District Letter of Resignation to the office of Public Agency Retirement Services (“PARS”) on or before January 15, 2025; and
- f) Have resigned from District employment:
 - For 10- and 11-month employees: on the last workday of the employee’s regular 2024/2025 work year, but no later than June 30, 2025.
 - For 12-month employees: June 30, 2025.
 - For employees working 2025 ESY/Summer School outside of their regular work year: effective July 3, 2025.

2.0 Participation Requirements

2.1 The SERP must have sufficient plan participation in order to meet the District’s fiscal and operational objectives by the enrollment deadline of January 15, 2025 in order for the SERP to go into effect for SDEA. The District reserves the right to determine which positions vacated by retirement shall be filled. Participating employees shall submit all required enrollment materials and District Letter of Resignation to PARS on or before this deadline. As of the enrollment deadline, resignations of participants are irrevocable

and may not be rescinded unless the District withdraws the SERP pursuant to Paragraph 2.2 below.

2.2 If the Board determines that the objectives in paragraph 2.1 above have not been met, as of the enrollment deadline, the District may withdraw the SERP for SDEA, provided it notifies enrolled employees of the withdrawal on or before February 14, 2025. If the District withdraws the SERP, resignations will be automatically rescinded.

2.3 Participation in the retirement incentive requires:

- a) Submission of required SERP enrollment materials and District Letter of Resignation to PARS on or before January 15, 2025; and
- b) Resignation from District employment:
 - For 10- and 11-month employees: on the last workday of the employee’s regular 2024/2025 work year, but no later than June 30, 2025.
 - For 12-month employees: June 30, 2025.
 - For employees working 2025 ESY/Summer School outside of their regular work year: effective July 3, 2025.

2.4 Participating employees shall not be eligible for any other District sponsored retirement incentive programs.

3.0 Incentive Payments

3.1 Regarding the basic incentive under the SERP:

- a) The District shall make non-elective employer contributions to the participant’s 403(b) annuity contract held at Pacific Life Insurance Company (“Pacific Life”).
- b) The sum of the contributions shall equal the lesser of:
 - 1) seventy (70%) percent of the employee’s Final Pay; or
 - 2) the maximum amount of the top step of the teachers’ 184 day salary schedule, as of September 30, 2024, of \$124,050.09;

according to the following schedule:

Contribution Date	Percent of Final Pay
July 10, 2025	14%
July 10, 2026	14%
July 10, 2027	14%

July 10, 2028	14%
July 10, 2029	14%
Total Contributions	70%

c) For purposes of the SERP, Final Pay shall be defined as the participant’s current 2024-2025 Contract Salary as of October 22, 2024, multiplied by the participant’s current FTE (full-time equivalence).

- In the event the participant is on a Reduced Workload Plan as provided within Article 31 of the collective bargaining agreement between the District and SDEA, Final Pay shall be defined as the participant’s salary placement on the 2024-2025 Salary Schedule in the classification they would be if they returned to regular status.
- In the event that the participant is on a Leave of Absence (LOA) with return rights to a bargaining unit position, Final Pay shall be defined as the participant’s salary placement on the 2024-2025 Salary schedule in the classification to the FTE equivalency at the time the LOA started.

3.2 Alternative monthly forms of payment of equivalent present value to the basic benefit, which is paid in the form of a lifetime annuity, shall be offered. They shall include:

- a) Joint-and-survivor payments; and
- b) Lifetime with a ten (10) year guarantee; and
- c) Fixed term monthly payments from five (5) to fifteen (15) years. These payments are guaranteed to the participant for the full term selected.

3.3 The amount of monthly cash payments shall be fixed upon annuity purchase date and shall not be subject to increase or decrease thereafter.

3.4 The choice of form of payment (and the choice of payment beneficiary if choosing a joint and survivor form of payment) shall become final upon January 15, 2025 and shall not be subject to change thereafter.

3.5 SERP benefits are scheduled to commence on August 1, 2025, except for enrollees who accept 2025 summer school or extended school year assignments that fall outside of their regular work year.

3.6 Participants receiving benefits under the SERP shall forfeit any future benefits under the 2024-2025 SERP, or any future SERP offered, if they become re-employed by the District in any manner, other than:

- a) A Substitute or Hourly employee as defined by the District;

- b) A Professional Expert as defined by the District; or
- c) A Consultant as defined by the District pursuant to Board Policy 3600(a) .

4.0 Contract Administrator

4.1 The Contract Administrator for the SERP shall be PARS.

5.0 Tentative Timeline

1. SDEA and District will communicate to potentially eligible employees	TBD
2. Public Hearing (“sunshining”) of District’s initial proposal	10/22/2024
3. District confirms employee data, provides addresses, and approves SERP communication/enrollment material	11/1/2024
4. Board adopts MOUs for SERP between District and SDEA	11/12/2024
5. Enrollment window opens/District announcement letter is distributed	11/15/2024
6. Enrollment packets mailed to eligible employees	11/15/2024
7. Employee informational meetings (via PARS)	Nov to Dec 2024
8. Employee enrollment workshop (via PARS)	Dec to Jan 2024
9. Enrollment window closes	1/15/2025
10. PARS works with the District on post analysis	mid-late Jan
11. Board decides whether SERP goes forward	1/28/2025
12. District announces whether SERP goes forward	2/14/2025
13. Employees submit STRS/PERS Retirement Application, if applicable	Feb 2025 and after
14. Employees resign from District employment	Per 1.1(f) and 2.3(b) above
15. District makes first contribution	7/10/2025
16. SERP benefits commence	8/1/2025