

MEMORANDUM OF UNDERSTANDING (MOU) Between

**Vallejo Educators Association (VEA)
&**

Vallejo City Unified School District

February 2026

EARLY NOTICE OF RETIREMENT – 2025-2026 SCHOOL YEAR

The Vallejo Education Association (“VEA”), and the Vallejo City Unified School District (“District”) enter into the following memorandum of understanding related to the early notification of intent to resign/retire from the district.

The purpose of this MOU is to provide a one-time incentive to eligible employees who submit an early and irrevocable retirement notice to assist the District with staffing and operational planning. Any permanent classified unit member who works a minimum of 25 hours per week, employed as of August 1, 2025, who submits an irrevocable retirement notice no later than 5:00p Friday, April 3, 2026, shall be compensated a one time, off schedule payment of \$1000 on the June 30, 2026 paycheck.

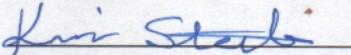
Note: Employees who previously submitted retirement notifications during the 2025–2026 school year shall remain eligible, provided the notice is confirmed as irrevocable by April 3, 2026.

This incentive only applies to those unit members who submit their retirement paperwork from the district. Once submitted, the decision to retire is irrevocable (may not be reversed).

This MOU is non-precedential and shall not modify the Collective Bargaining Agreement except as expressly stated herein. This MOU shall expire automatically on **June 30, 2026**, unless extended by mutual agreement.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding as of the date written below.

Vallejo Education Association



Kevin Steele

Vallejo Education Association



Marnee McKenzie

Vallejo Education Association

Vallejo City Unified School District



Matt Chamberlain

Assistant Superintendent