

MEMORANDUM OF UNDERSTANDING (MOU) Between**Vallejo Education Association (VEA)****&****Vallejo City Unified School District****February 2026****SUPPLEMENTAL EARLY RETIREMENT PROGRAM (SERP)**
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.

California Government Code Section 53224 authorizes school districts to make contributions to retirement plans. The Vallejo City Unified School District desires to provide retirement benefits to its employees under such a plan; and establishes a retirement plan for certain eligible employees of the District effective July 1, 2026. The eligibility requirements for employees to participate in such plan shall be as follows:

- Employees must be a Certificated, Classified, Certificated Management, or Classified Management employee of Vallejo City Unified School District.
- Employee must be in a paid and active status with the District by the end of their assigned calendar, or receive management approval for an earlier retirement or resignation date
- Employee must be at least 55 years of age with at least five (5) years of consecutive service with the District by June 30, 2026
- Based upon 70% of employees' final VCUSD salary. Participating employees will have the choice to elect their own benefit payout period
- Employee must be eligible to retire from CalSTRS/CalPERS.
- Employee must be permanently separated (retire or resign) from the District by June 30, 2026.
- Employee must submit a Letter of Retirement / Resignation and SERP Enrollment Package by April 3, 2026.

For the purposes of the limitations on contributions under the Plan, as prescribed by section 415 of the Internal Revenue Code of 1986, as amended, the “limitation year” shall be the Plan Year, as defined under the terms and provisions of the Plan. For the purposes of clarification of administration of the Plan but not for purposes of making said Plan subject to title I of ERISA, the Board hereby designates the District as the plan administrator.



The Vallejo City Unified School District Board appoints Keenan Financial Services as the contract administrator to assist the District in the implementation and administration of the Plan.

If the Vallejo Unified School District determines that enrollment in the SERP does not meet the operational and financial goals of the District, the DISTRICT may rescind the plan. If the District chooses to rescind the SERP plan, employees may revoke their letters of retirement / resignation.

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).

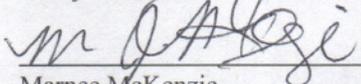
This MOU is non-precedential and shall not modify the Collective Bargaining Agreement except as expressly stated herein. This MOU shall expire automatically on **June 30, 2026**, unless extended by mutual agreement.

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