

MEMORANDUM OF UNDERSTANDING

Between
Sunnyvale Education Association and
Sunnyvale School District

December 14, 2023

Re: “Early Tell” Retirement Bonus Incentive 2023-2024

The bargaining teams for the Sunnyvale School District (District) and the Sunnyvale Education Association (SEA) met to discuss the need to prepare for staffing for the 2024-2025 school year given the overall projected decline in student enrollment. In order to gain an understanding of the number of vacancies that will be caused by retirements the District wishes to incentivize full-time certificated staff members to give early notice of their intention to retire at the conclusion of the current 2023-2024 school year.

Accordingly, the District and SEA enter into this memorandum of understanding and agree to the following:

1. Any permanent, full-time certificated staff member who is in active service, is at least fifty-five (55) years of age, has completed at least ten (10) years of service to the District, and who submits their voluntary notice of retirement on or before February 28, 2024, shall receive a one-time retirement bonus incentive. This incentive will be earned once a signed Notice of Retirement letter is submitted to Human Resources.
2. All submitted Notices of Retirement are irrevocable upon receipt.
3. An incentive will be paid in a lump sum of Three Thousand Dollars (\$3,000/pretax) to full-time unit members who submit their signed Notice of Retirement to Human Resources between January 1, 2024, and February 28, 2024. All sums shall be subject to applicable taxes and withholdings.

This MOU is non-precedent setting and shall automatically expire at the end of the current 2023-2024 school year.

By signing below, the parties warrant that they are authorized to execute this amendment on behalf of their principals.

For SEA:

Wendi Smith Nov 21, 2023
Wendi Smith (Nov 21, 2023 07:56 PST)

Name Date

Heather A. Mumy Nov 21, 2023
Heather A. Mumy (Nov 21, 2023 09:47 PST)

Name Date

Rachel Froberg Nov 21, 2023
Rachel Froberg (Nov 21, 2023 10:25 PST)

Name Date

For District:

Mary Beth Allmann Nov 21, 2023
Mary Beth Allmann (Nov 21, 2023 10:47 PST)

Name Date

Jeremy Nishihara Nov 27, 2023
Jeremy Nishihara (Nov 27, 2023 07:58 PST)

Name Date