

RESOLUTION #5120

HONORING THE SERVICE OF DISTRICT EMPLOYEES CONSIDERING RETIREMENT AND AUTHORIZING THE NEGOTIATION OF AN EARLY RETIREMENT NOTIFICATION INCENTIVE

WHEREAS, the Governing Board of the Vallejo City Unified School District (“District”) recognizes and deeply values the long-standing service, dedication, and contributions of District employees who have supported students, families, and schools throughout their careers; and

WHEREAS, the Governing Board acknowledges that retirement represents a significant professional milestone and wishes to express its appreciation to employees who are thoughtfully planning their transition from District service; and

WHEREAS, the District benefits operationally and fiscally from receiving early and irrevocable notification of employee retirements and resignations to support staffing, recruitment, and planning for the 2026–2027 school year; and

WHEREAS, the District desires to offer a one-time incentive in the amount of \$1,000 to eligible employees who submit an irrevocable retirement or resignation notice by April 3, 2026, including employees who previously submitted retirement notifications during the 2025–2026 school year, with payment to be issued during the June 2026 pay period; and

WHEREAS, implementation of such an incentive requires the negotiation of Memoranda of Understanding (“MOUs”) with the District’s recognized employee organizations, including CSEA, VEA, and VSMA, consistent with collective bargaining requirements;

NOW, THEREFORE, BE IT RESOLVED, that the Governing Board hereby honors and expresses its sincere appreciation for the service of District employees who are considering retirement and recognizes their lasting contributions to the Vallejo City Unified School District; and

BE IT FURTHER RESOLVED, that the Governing Board authorizes the Assistant Superintendent of Human Resources, or designee, to draft and negotiate MOUs with CSEA, VEA, and VSMA to implement an early retirement notification incentive consistent with the terms described herein; and

BE IT FURTHER RESOLVED, that all negotiated Memoranda of Understanding (“MOU’s”) shall be presented to the Governing Board for approval prior to implementation.

PASSED AND ADOPTED by the Governing Board of the Vallejo City Unified School District on this 11 day of February, 2026.

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

I, _____, Secretary of the Board for VALLEJO CITY UNIFIED SCHOOL DISTRICT, hereby certify that the above and the foregoing Resolution was duly and regularly adopted by the said Board at a regular meeting thereof on the 11 day of February 2026 and passed by a majority vote of said Board.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 11 day of February 2026.

Secretary of the Board of Education for the
VALLEJO CITY UNIFIED SCHOOL DISTRICT