

**Berryessa Union School District
and
California Teachers Association of Berryessa**

**MEMORANDUM OF UNDERSTANDING CONCERNING
EARLY SEPARATION NOTICE INCENTIVE PROGRAM**

January 18, 2024

Recitals

This Memorandum of Understanding is between the Berryessa Union School District ("District") and the California Teachers Association of Berryessa ("Association").

Consistent with Education Code section 44955, the District must reduce or discontinue particular kinds of services not later than the beginning of the next school year which will result in the layoff of certificated unit members. To reduce the number of layoff notices that will be distributed, the District and Association have agreed to implement an early separation notice incentive program.

After good faith negotiations, the Parties agree as follows:

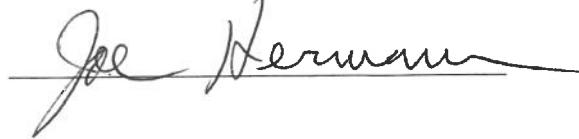
Incentive and Eligibility

1. The District shall provide a one-time payment of **\$1,000** less required deductions to eligible certificated unit members who voluntarily retire or resign from the District by the end of the 2023-2024 school year. The District shall pay the incentive by June 30, 2024.
2. Certificated unit members are eligible to participate if they are assigned to work six (6) hours or more per day, five (5) days per week.
3. To participate in the incentive program, a unit member must deliver written notice of their retirement or resignation to the District Office by close of business on **February 16, 2024**.
4. This incentive program shall automatically terminate on June 30, 2024.

Conclusion and Signature

The Parties agree to the terms and conditions stated above and that this memorandum does not create a precedence or past practice as to any future year.

On Behalf of the Association:



Date: 01/18/24

On Behalf of the District:



Date: 1/18/24