

**MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS DAVIS CHAPTER NO. 572 (CSEA)  
AND THE DAVIS JOINT UNIFIED SCHOOL DISTRICT (District)  
REGARDING EARLY NOTIFICATION OF RETIREMENT INCENTIVE**

The Davis Joint Unified School District (“District”) agrees to offer payment to California School Employees Association and its Davis Chapter No. 572 (“CSEA”) bargaining unit members who provide early notification of retirement—for the end of the 2023-2024 school year. CSEA bargaining unit members may submit an individual letter of retirement from District employment, with an effective date between June 8-30, 2024. The letter of retirement must be submitted to the District Superintendent or his designee no later than 4:00 p.m. on Monday, February 12, 2024.

A unit member who retires under this MOU shall be paid a one-time, incentive lump sum amount of \$1000, less mandatory payroll deductions. Lump sum payments will be paid to the employee by August 1, 2024.

DocuSigned by:  
*Sande Royval*  
45EFC3B0FC66478...

Sande Royval,  
CSEA #572 President

12/4/2023

Date

DocuSigned by:  
*Laura Juanitas*  
EFD6931200394B7...

Laura Juanitas,  
Associate Superintendent

12/4/2023

Date

DocuSigned by:  
*Moe Kang*  
0B846B217E6C413...

Moe Kang,  
CSEA Labor Representative

12/4/2023

Date