

**SIDE LETTER OF AGREEMENT (SLA)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN PROFESSIONAL EDUCATORS COALITION (SJPEC)
*Re: Early Notification of Retirement Payment Increase for 2025-26***

Background:

The district offers a financial incentive annually to certificated and certificated management employees who notify the district of plans for early retirement. The amount of the early retirement incentive has been \$1,000.

Statement of Intent:

The intent of this side letter is to pay an incentive in the amount of \$2,500 to those members who submit binding notification of early retirement.

The increase in compensation is for the 2025-26 school year only. The purpose of the incentive is to acquire better data on the number of individuals who are making the determination to retire from the district at the end of the 2025-26 school year. This would assist Human Resources in the planning efforts regarding the districts' employment needs for the 2026-27 school year and hopefully mitigate the number of practitioners receiving preliminary layoff notices in March.

Agreement:

Eligibility: Members must provide written, binding notification to Human Resources by February 1 of their retirement at the end of this school year. Members who do so will be paid an incentive of \$2,500.

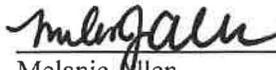
This non-precedential agreement is effective for the 2025-26 school year only and will expire on June 30, 2026.



Daniel Thigpen
Chief of Human Resources

01/05/2026

Date



Melanie Allen
President
San Juan Professional Educators Coalition

1/5/26

Date