

Poway Unified School District

15250 Avenue of Science

San Diego, CA 92128-3406

Phone: (858) 521-2800, Fax: (858) 485-1355

EARLY RETIREMENT WITH REDUCED WORKLOAD AGREEMENT (Certificated)

Eligibility - To be eligible to participate in this program the unit member must:

1. Have reached the age of 55 prior to initial date of Reduced Workload Program.
2. Have been employed full-time in a position requiring certification for at least ten years of which the immediately preceding five years were full-time employment.
3. Have been employed full-time in a position requiring certification for a total of at least five years without a break in service during the period immediately preceding a request for a reduction in workload. For purposes of this subdivision, sabbaticals and other approved leaves of absence shall not constitute a break in service.

Employee's Name (Last, First)

CalSTRS Client ID

Worksite

Pursuant to Education Code Sections 22713 and 44922 and in accordance with the Poway Unified School District/Poway Federation of Teachers Agreement, I agree to perform my teaching service on the following part-time basis with full retirement credit.

1. Please select a participation period for the **2026-2027** school year from the options below. (Maximum of ten school years.)
 - August 10, 2026 - June 4, 2027 (Teachers at sites other than Abraxas)
 - July 13, 2026 - June 23, 2027 (Teachers at Abraxas)
 - _____ - _____ (Other, please fill in contracted work dates)
2. The number of days of service will be ___ with commensurate compensation not less than 50% of the salary rate for the school year. Please select one of the following options:
 - 186 days (Teachers and SLPs)
 - ___ days (Other, please fill in with number of contracted workdays)
3. Contributions to the State Teachers' Retirement System for both employee and employer shall be based on the full salary amount.
4. Any leave without pay that would reduce earnings below 50% will void participation in this program.
5. Retirement before the "normal" close of the contract school year will void participation for the final year. Service credit will be adjusted accordingly. This may also affect eligibility for any early retirement incentives made available.
6. The participant intends to retire on or before the conclusion of the period provided in #1 above, subject to #5 above. Under extenuating circumstances, the participant may return to full time at the conclusion of any school year.

Pay Option

_____ % FTE for the 2026 – 2027 school year (Must be ≥ 50% FTE)

Select pay option for the entire school year. (Some positions only allow certain plans.):

10 Month Pay Plan (9/30/26 – 06/30/27)

11 Month Pay Plan (08/31/26 – 06/30/27)

10/12 Month Pay Plan (09/30/26 – 06/30/27)

12 Month Pay Plan (**ONLY** FOR ABRAXAS 07/31/26 – 06/30/27)

Employee's Signature and Date

Authorized Representative's Signature and Date

Date of Board Approval

- Submit to Associate Superintendent, Personnel Support Services, by **March 30** for the following school year.
- This contract may be revoked at any time by mutual consent of the unit member and the District.
- Failure to terminate or revoke the contract by **March 30** will cause the contract to continue for the subsequent year under the same terms and conditions for a total period not to exceed five years.
- Attach 5 most recent years of service. (Available online <http://www.mycalstrs.com>)

Distribution: Payroll, Benefits, PFT, Site Principal, Personnel File