



SAN MARCOS UNIFIED SCHOOL DISTRICT

Supplemental Employee Retirement Plan | 2026-2027 Year-End

San Marcos Unified School District is offering a Supplemental Employee Retirement Plan (SERP) for eligible employees of the District.



The San Marcos Unified School District is pleased to announce that the Board of Education has approved the offering of a Supplemental Employee Retirement Plan (SERP). This program will provide eligible employees with a monthly income supplement to their regular CalSTRS/CalPERS retirement benefits or other retirement income.

All forms of benefits are annuities that will be purchased from an insurance company. The cost of each annuity is the same and equals the following percentage of the participant's last school year of employment for eligible employees who are retiring/resigning from the San Marcos Unified School District on or before June 30, 2027:

Employee Group	Benefit Offered (% of base annual salary)
Certificated	60% or 70%*

SERP is a voluntary plan for employees who meet all Eligibility Guidelines including but not limited to:

1. Employee must be a current Certificated employee of the District as of the date of adoption of the Board resolution.
2. Employee must be at least 55 years of age by June 30, 2027.
3. A Certificated employee must have at least ten (10) years of service with the District by June 30, 2027.
4. Employee must retire or resign from the District by June 30, 2027.
5. Employee must submit a Notice of Separation Form indicating resignation and SERP Enrollment Packet by January 29, 2027.

IMPORTANT: If the San Marcos Unified School District determines that enrollment in the SERP does not meet the operational and fiscal goals of the District, the San Marcos Unified School District may rescind the plan. If the District chooses to rescind the SERP plan, employees may revoke their Separation Forms indicating retirement or resignation.



*For Certificated employees, there will be minimum participation of 40 participants and the employer contribution required to fund each eligible participant's benefit shall equal 60% of the participant's annual base salary. If participation for Certificated employees is 50 participants or greater, the benefit will increase to 70% of the participant's annual base salary.

On behalf of the District, Keenan Financial Services is the Contract Administrator. This Plan gives eligible employees the opportunity to retire early with a monthly benefit in addition to their CalSTRS / CalPERS retirement plan. Keenan Financial Services will provide group orientation meetings plus individual counseling sessions. Attendance at these meetings is strongly encouraged. The meetings are designed to provide an overview of the Plan and to answer your questions.

The group meetings are educational seminars designed to provide an overview of the SERP Plan and an open forum to answer any questions. At this meeting, the District will provide information on your retiree health benefits and CalSTRS/CalPERS will conclude with a presentation on retirement benefits. Please attend one of the meetings based on your applicable retirement system.

Important: SERP eligibility and benefit amounts are based on employee classification. Employees may attend the meeting associated with their classification to receive information about their specific SERP benefit and retiree



SAN MARCOS UNIFIED SCHOOL DISTRICT

Supplemental Employee Retirement Plan | 2026-2027 Year-End

health benefits. Employees whose retirement system differs from their classification may also attend the meeting for their applicable retirement system. The first portion of each meeting will cover SERP and retiree health benefits, while the second portion will include a CalPERS or CalSTRS retirement presentation. Recordings of the SERP and retiree health benefit portions will be available after the meetings; CalPERS and CalSTRS presentations will not be recorded.

SERP GROUP MEETINGS

In-Person Location:

San Marcos USD District Office
Business Services Conference Room 251
255 Pico Avenue
San Marcos, CA 92069

CalPERS



Tuesday, September 15, 2026
1:00 PM – 3:00 PM



Wednesday, September 16, 2026
1:00 PM – 3:00 PM

CalSTRS



Tuesday, September 15, 2026
4:00 PM – 6:00 PM



Wednesday, September 16, 2026
4:00 PM – 6:00 PM

All Group meetings for employees will be held in person and live streamed via Zoom. A recording of the meeting will be available for anyone who is unable to attend.

To join via Zoom, please use link below:
<https://zoom.us/my/keenan5> or go to zoom.com
and enter the ID and password where indicated.
Meeting ID: 569 761 9245 | Passcode: serp
Call in: (669) 900-6833 | Dial in code: 548210

SERP INDIVIDUAL MEETINGS

In-Person, via Zoom, or Telephone.

The individual counseling meetings are 45-minute one-on-one sessions to discuss any additional questions that you may have about the plan or the enrollment process in a private setting. The enrollment counselor will provide you with an individual estimate of your SERP benefits. It is recommended that you bring any person who might be instrumental in your decision-making process to the individual counseling meeting.

Schedule your appointment at the link below:



Sept. 30-Oct. 2, 2026, 10:00 AM – 6:30 PM
<https://booking.appointy.com/smusdserp>

Please use Chrome, Firefox or Edge as the internet browser to open the link above.

Telephone or Zoom Virtual Zoom links will be provided by the SERP Counselor the day prior to your appointment.

Questions?

Please email us at SERP@Keenan.com or call Keenan Financial Services at (800) 444-9995, ext. 3671.

Because SERP is a voluntary plan, attending an informational group meeting and an individual counseling session does not obligate you to participate in the plan. If you meet the eligibility guidelines noted above, please plan to attend the group meeting to receive important information about this unique opportunity.

