

**Memorandum of Understanding
Mountain View Whisman School District (“District”) and
Mountain View Whisman Educators Association (“Association”)
Recognition and Appreciation Payment
April 30, 2021**

The District and the Association enter this Memorandum of Understanding (“MOU”) to address the incredible commitment and effort that all unit members put forth this year to provide instruction to students while facing unimaginable challenges related to the COVID-19 pandemic. The parties agree as follows:

1. The District shall provide each eligible unit member with a one-time payment of two thousand dollars (\$2,000), less taxes and other applicable deductions. Subject to ratification and approval of this MOU, the amount will be paid as soon as possible and prior to June 30, 2021. To be eligible, a unit member must be in paid status with the District on the date the Board approves this MOU. The amount will be prorated based on the unit member’s FTE (for example, an otherwise eligible 1.0 FTE unit member would receive a \$2,000 payment; an otherwise eligible .50 FTE unit member would receive a \$1,000 payment).
2. This MOU is subject to ratification by Association members and approval by the Governing Board.
3. This MOU shall expire at the end of the 2020-2021 instructional year.

Date: April 30, 2021

For the District:

For the Association:

 Carol DeFina 5/17/21

 Sean Dechter May 7, 2021