

**MEMORANDUM OF UNDERSTANDING (MOU)
BY AND BETWEEN
MOUNTAIN VIEW WHISMAN SCHOOL DISTRICT AND
MOUNTAIN VIEW EDUCATORS ASSOCIATION
2022-2023 TOTAL COMPENSATION ADJUSTMENT
October 26, 2022**

This Memorandum of Understanding (MOU) is between the Mountain View Whisman School District ("District") and the Mountain View Educators Association (MVEA) concerning 2022-2023 negotiations and adjusting one-time compensation for said year.

WHEREAS, during the pandemic the District has invested in and focused on the health and safety needs of both students and employees;

WHEREAS, during the pandemic the District has acted in a fiscally responsible manner for the benefit of employees, students and the community without the need for program cuts or layoffs; and,

WHEREAS, the District has additional funding available to support a one-time payment for employees in excess of what was negotiated for 2022-2023.

NOW THEREFORE having met and negotiated in good faith regarding additional one-time compensation issues, the District and CSEA agree as follows:

1. The District shall provide to each currently employed unit member a one-time, off-schedule payment of three percent (3%) based on a unit member's 2022-2023 placement on the salary schedule (prorated based on the employee's FTE). A currently employed unit member is a unit member who is employed by and in paid status with the District as of the date the Governing Board approves this MOU. This amount will be paid as soon as possible.
2. This MOU does not establish a precedent or a binding past practice and shall not be used or referred to in any way as creating a precedent or past practice.
3. This MOU is entered into voluntarily and completes these negotiations.

By signing below, and subject to approval by the Governing Board, the Parties warrant that they are authorized to execute this MOU on behalf of their respective principals.

Date: 10-26-22

For the District:



Rebecca Westover

For MVEA:
