



California
School
Employees
Association

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Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

The nation's largest
independent classified
employee association



September 21, 2023

Via Electronic Mail:
vdelrio85@gmail.com

Veronica Del Rio
Chapter President 812

Re: Memorandum of Understanding (MOU) – Bonus

Dear President Del Rio:

I have received the Memorandum of Understanding (MOU) regarding the Bonus between the Mt View - Whisman Elementary School District and California School Employees Association and its Mountain View/Whisman Chapter 812.

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this MOU **is** required. Please provide your Labor Relations Representative Jerry Fillingim with the ratification date so that we may update our records.

Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedications are truly appreciated.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Debra Cole
Field Director

DC/js

Cc: Patricia Picard, Regional Representative 43; Donnell Fassler, Area C Director; Jerry Fillingim, Labor Relations Representative; Chapter 812 Contract File

MEMORANDUM OF UNDERSTANDING (MOU)

BY AND BETWEEN

**MOUNTAIN VIEW WHISMAN SCHOOL DISTRICT AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND**

ITS CHAPTER #812

2023-2024 TOTAL COMPENSATION ADJUSTMENT

September 12, 2023

This Memorandum of Understanding (MOU) is between the Mountain View Whisman School District ("District") and the California School Employees Association and its Chapter #812 ("CSEA") concerning 2023-2024 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 2023-2024.

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 four percent (4%) based on a unit member's 2023-2024 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.

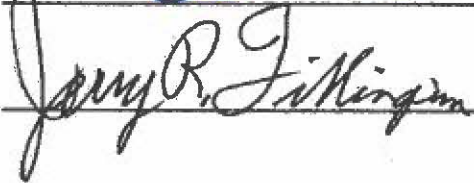
By signing below, and subject to approval by the Governing Board, the Parties warrant that they are authorized to execute this MOU on behalf of their respective principals.

For the District: 
Tara Vikjord, Chief Human Relations Officer

Date: 9/20/23

For CSEA: 

Date: 9/20/23

For CSEA: 

Date: 9/20/23