

**MEMORANDUM OF UNDERSTANDING BETWEEN
MOUNTAIN VIEW WHISMAN SCHOOL DISTRICT ("DISTRICT")
AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS CHAPTER 812 ("CSEA")
CLARIFICATION OF RATIFIED/APPROVED AGREEMENT ON PROFESSIONAL
GROWTH (ARTICLE 15.4.2)
October 8, 2024**

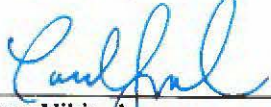
This Memorandum of Understanding ("MOU") is agreed to by and between the District and CSEA (collectively "the Parties").

1. During the 2023-2024 school year, the Parties negotiated a successor contract, effective July 1, 2024. The Parties agreed to a comprehensive tentative agreement ("TA") on May 9, 2024. Thereafter, the TA was ratified by CSEA unit members and approved by the District's Governing Board. The purpose of this MOU is to clarify the Parties' agreement relative to compensation for professional growth units earned prior to January 1, 2024.
2. The ratified/approved TA included amendments to Article 15. Section 15.4.2, as amended, provides:

For professional growth units earned after January 1, 2024, salary increments in the amount of four hundred dollars (\$400) per year may be earned for each new five (5) units of approved work. Part-time employees shall receive growth increments as a percentage of the above, based on the percentage of time worked. The one-time amount shall be prorated based on FTE for each new five units of approved work.
3. CSEA and the District agree that those unit members compensated by the District during the 2023-2024 school year for professional growth units earned prior to January 1, 2024, shall receive one-half the amount they received last year (2023-2024), for the next two school years (2024-2025 and 2025-2026). For example, if a unit member received \$300 for professional growth units during the 2023-2024 school year, they shall receive a \$150 payment during the 2024-2025 school year and another \$150 during the 2025-2026 school year. No additional payments shall be provided thereafter for units earned before January 1, 2024.
4. As set forth in section 15.4.2, as amended, professional growth units earned after January 1, 2024, are eligible for one payment. This one-time payment is not ongoing.

5. This MOU is non-precedential and shall expire on July 1, 2026.

FOR THE DISTRICT:



Tara Vikjord
Chief Human Relations Officer

FOR CSEA AND ITS CHAPTER 812:



Veronica Del Rio

10/08/2024



Anne Jennings



Coco Ayala



Miguel Meza

10/9/2024



Juan Carlos Anderson

10/9/2024