Memorandum of Understanding
Between
Mountain View Whisman School District (District)
And
California School Employees Association and its Chapter 812 (CSEA)
January 2025

The District and the Association enter this Memorandum of Understanding ("MOU")to address the incredible commitment and effort that all unit members put forth to provide for students. The District appreciates all that staff members do to support the futures of the children in our community and would like to provide support for the future of our staff members.

The parties agree as follows:
The District shall provide each eligible unit member with a one-time payment of one thousand dollars ($1,000) to be used toward planning for one's future. A purpose of this MOU is to encourage employees to begin planning for their retirement now. Some suggestions for the use of the funds may be:

- Add to an existing or open a 403b retirement plan in accordance with existing regulations
- Make a payment toward student loans
- Invest
- Make a payment toward a personal loan/debt
- Open or add to a savings account

To be eligible for this one-time benefit, 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 full-time equivalent (FTE) status (for example, an otherwise eligible 1.0 FTE unit member would receive a $1,000 payment; an otherwise eligible .0.5 FTE unit member would receive a $500 contribution).

This MOU is subject to ratification by Association members and approval by the Governing Board.

This MOU shall expire at the end of the 2024-2025 instructional year.

Date: January 8, 2025

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For the District: For the Association: