

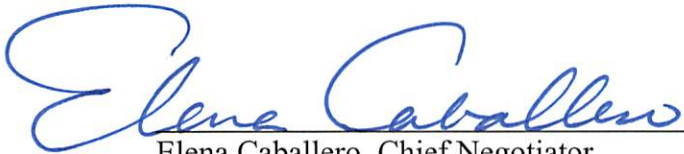
Memorandum of Understanding
INCENTIVE FOR NOTICE OF RETIREMENT

December 6, 2019

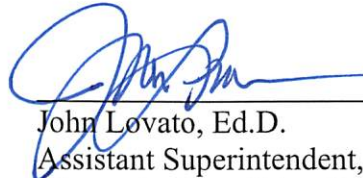
Time: 3:04 pm

Notwithstanding the contractual limitation of 7% of the MVTA Bargaining Unit Members receiving early retirement health benefits at one time, the District shall waive this limitation and provide early retirement health benefits to all eligible MVTA Bargaining Unit members in accordance with MVTA contract, Article 23, who submit an irrevocable letter of resignation between December 6, 2019 and February 3, 2020 at 5:00 pm.

If a level of participation in the Supplemental Retirement Program offered by PARS is unacceptable to the District at the time of the enrollment deadline, the District will withdraw its waiver of the 7% cap for the Early Retirement Health Benefits incentive. This Memorandum of Understanding is contingent on the final approval of the Supplemental Retirement Program by the District on February 7, 2020.



Elena Caballero, Chief Negotiator
Mountain View Teachers Association



John Lovato, Ed.D.
Assistant Superintendent, Personnel Services
Mountain View School District



Laura Gaber, President
Mountain View Teachers Association