



MEMORANDUM OF UNDERSTANDING

Between

**Service Employees International Union
Representing Custodial Maintenance**

And

**Independent School District 885
St. Michael-Albertville**

WHEREAS, the school district is facing an uncertain labor environment at the start of the 2023-2024 school year is making it especially challenging to fill open maintenance staff positions;

WHEREAS, retention of new maintenance staff between the start of employment and year 2 can be challenging as staff evaluate career options;

THEREFORE, the parties agree it is in the best interest of maintenance staff to add a longevity increment at the end of Year 2 in the amount of \$0.25.

This Memorandum will sunset in its entirety upon expiration of the Master Contract on June 30, 2024.

The undersigned acknowledge this document represents the complete agreement between the parties on this issue and there are no other agreements or oral representations with respect to this issue.

[Handwritten signature]
By: For SEIU

11-7-23

Date

[Handwritten signature]
By: For SEIU

11-7-23

Date

[Handwritten signature]

By: For Independent School District 885

11-06-2023

Date

[Handwritten signature]
By: For Independent School District 885

11-06-2023

Date