

**MEMORANDUM OF UNDERSTANDING**  
**for**  
**LONGEVITY PAY**

This Memorandum of Understanding is entered into between Independent School District No. 347, Willmar Public Schools (hereafter “School District”) and the Local Union NO 559 American Federation of State, County and Municipal Employees, AFL-CIO – Custodial (“Union”).

WHEREAS, the Union is the exclusive representative of custodial employees employed by the District, and

WHEREAS, a ratified Master Agreement for 2020-2022 exists between the School District and the Union, and

WHEREAS, the Union and the School District recently completed negotiating a new Agreement, and

WHEREAS, Article XIV – Longevity of the Collective Bargaining Agreement (CBA) states, To reward the career service employees of ISD No 347, a Longevity Benefit Plan is as follows:

	2020-2021 (Hourly)	2021-2022 (Hourly)
Beginning 9th year of service	\$.95	\$1.03
Beginning 13th year of service	\$1.16	\$1.24
Beginning 17th year of service	\$1.36	\$1.44
Beginning 21st year of service	\$1.57	\$1.65
Beginning 25th year of service	\$1.78	\$1.86
Beginning 29th year of service	\$1.99	\$2.07

and

WHEREAS, the Union and School District agreed not to make changes to this language prior to the completion of negotiations of a new Collective Bargaining Agreement, and

NOW THEREFORE, the Parties hereby agree to the following actions in regards to the Master Agreement:

1. The School District has requested and the Union agrees that the Longevity table should reflect the 2019-2020 rates remain static for the 2020-2022 fiscal years;
2. The new language in Article XIV – Longevity:
3. To reward the career service employees of ISD No 347, a Longevity Benefit Plan is as follows:

	2020-2022 (Hourly)
Beginning 9th year of service	\$1.11

Beginning 13th year of service	\$1.32
Beginning 17th year of service	\$1.52
Beginning 21st year of service	\$1.73
Beginning 25th year of service	\$1.94
Beginning 29th year of service	\$2.15

4. This language will be effective 7.1.2021.
  5. Nothing in this MOU may be deemed to establish an interpretation of the CBA, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBA between the Union and the District. No party may submit this MOU in any proceeding as evidence of a contract interpretation, a precedent, or a practice.
  6. This MOU constitutes the entire agreement between the parties relating to this matter. No party has relied on any statements or promises on this issue that are not set forth in this document. The MOU controls to the extent that it conflicts with the CBA. No changes in this MOU are valid unless they are in writing and signed by all parties.
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7. The parties will meet to review this MOU and discuss any necessary adjustments during the next round of collective bargaining.

By signing below, each party specifically acknowledges that it has read, understands, and agrees to be legally bound by all the terms of this Memorandum of Understanding.

UNION

Angie Lien

Representative

May 8, 2021

Date

UNION

Custodian

Steward

May 7, 2021

Date

SCHOOL DISTRICT

  
Board Chair

5/10/21  
Date

Signature: Dustin Vlach  
Dustin Vlach (May 7, 2021 14:33 CDT)

Email: vlachd@willmar.k12.mn.us

Signature: Angie Lien  
Angie Lien (May 8, 2021 10:32 CDT)

Email: alien@afscme65.org









# MOU Longevity 2021

Final Audit Report

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