



**MEMORANDUM OF UNDERSTANDING**

**Between**

**Service Employees International Union  
Representing Custodial Maintenance**

**And**

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

WHEREAS, the school district prioritizes the safety and security of its staff and the communication needs of maintenance staff may vary by individual position;

THEREFORE, the parties agree that up to four maintenance employees per work year in a position as a groundskeeper, may opt with written notification to Human Resources, to receive a reimbursement stipend of \$50 per month for cell phone use as such use is otherwise required of these positions.

The parties further agree that the individual staff member is responsible for the applicable taxes on such a benefit as otherwise determined by district administration.

This Memorandum will sunset in its entirety upon expiration of the Master Contract on June 30, 2026.

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.

  
By: For SEIU

4-29-25

Date

  
By: For Independent School District 885


05-05-2025

Date

  
By: For SEIU

4-30-25

Date

  
By: For Independent School District 885

05-05-2025

Date