



Rockford Area Schools ISD 883

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Memorandum of Understanding Between SEIU Local 284 And ISD 883, Rockford Area Schools

The purpose of this agreement is to promote growth, provide support, and establish a stronger and more meaningful career pathway for the purposes of increasing employment longevity in the Custodial/Buildings & Grounds/Maintenance Department, through mentorship.

This Memorandum of Understanding (MOU) is effective, January 1, 2027 thorough June 30, 2028.

Criteria, compensation, and employment conditions for employees designated as “Mentees” (referenced below as Mentee):

1. The Mentee must be employed full time (40 hours per week) as a member of the Custodial/Buildings & Grounds/Maintenance Department.
2. The Mentee must not have been previously employed by Rockford Area Schools (RAS).
3. The Mentee will be paid \$250 after their first six (6) months engaged in the mentorship program.
4. The Mentee will be paid \$750 after their second six (6) months of employment engage in the mentorship program.
5. The Mentee must work 90% of their work schedule during all terms of their employment to be eligible for the stipends referenced above.

Criteria, compensation, and employment conditions for employees designated as “Mentors” (referenced below as Mentors):

1. Mentors must have been permanently employed, as a member of the Custodial/Buildings & Grounds/Maintenance Department for a minimum of three (3) years.
2. Employees designated as Mentors must work with RAS Human Resources to establish and review the manner in which their mentorship will be conducted (i.e., establish/reaffirm the roles and responsibilities of a Mentor).
3. Human Resources and members of the SEIU bargaining unit will select Mentors in partnership.
4. Participation as a Mentor is voluntary.
5. Mentors will be paid \$500 after their Mentee completes six (6) months of service and another \$500 after their Mentee completes their second six (6) months of service.
6. If the Mentor or Mentee fails to meet the conditions above, no stipend shall be paid.

In partnership with our communities and families, Rockford Area Schools provides challenging opportunities to engage, inspire, and educate globally minded citizens.

SIGNATURES

For:
School Service Employees Local 284

For:
Independent School District No. 883

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