

MEMORANDUM OF AGREEMENT
Packing and Unpacking Stipend

This Memorandum of Agreement is entered into between Independent School District No. 834, Stillwater, Minnesota (hereinafter referred to as the "School District") and the St. Croix Education Association (hereinafter referred to as the "SCEA"). It is hereby agreed as follows:

WHEREAS, the District and Union are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employment for teachers who are employed by the District;

WHEREAS, the District and the Union are entering into this MOA to allow eligible teachers who are directed by an administrator to move classrooms/buildings may be compensated;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

1. Addendum to the CBA.

Effective the 2023-2024 school year, teachers who must relocate to a different classroom or building at the direction of Administration, will be paid a one-time stipend of \$250 for time spent packing and unpacking classroom materials. Vouchers for payment must be signed by the administrator and submitted by September 15th for moves occurring at the end of the previous school year or beginning of the following school year.

- 1. No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2025-2027 CBA.
- 2. Grievance.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.
- 3. No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.

- 4. **Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding the payment of a stipend to teachers for moving classrooms. This MOA controls over any inconsistent provisions in the CBA.
- 5. **Duration.** This MOA will automatically expire on June 30, 2027.

ST. CROIX EDUCATION ASSOCIATION



Date: 3/24/20

INDEPENDENT SCHOOL DISTRICT NO. 834

School Board Chair

Date: _____