

**Memorandum of Agreement
Retiree Longevity Pay**

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”).

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, Appendix A, Salary Schedule - Longevity Pay of the CBA states:

Longevity Pay: Effective with the 2024-2025 school year, eligible members will receive \$65 for every year of service in District 834. The number of years will be calculated based on the member’s hire date less any breaks in service. Additionally, the member must have reached the top step plus one (1) of the salary schedule as of July 1. The calculated amount will be paid in a lump sum on the last regular paycheck and will be prorated for members who do not finish the school year.

WHEREAS, the longevity compensation will increase for eligible members for the 2026-2027 school year;

WHEREAS, the District and the union have settled the 2025-2027 CBA; and

WHEREAS, the District and the Union are entering into this MOA to allow eligible teachers who provide notice of their intent to retire at the end of the 2025-2026 school year to receive the benefit of the increase in longevity compensation;

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

1. Addendum to the CBA.

Teachers who provide written notice of their intent by April 1, 2026, to retire at the end of the 2025-2026 school year shall be eligible to receive longevity pay of \$100 for every year of consecutive teaching in District 834. The number of years will be calculated based on the member’s hire date less any breaks in service. Additionally, the member must have reached the top step plus one (1) of the salary schedule as of July 1, 2025. This one time payment

will be prorated based on their retirement date if the retirement is to be effective before June 30, 2026, and will be paid on the last regular paycheck in May 2026.

- 2. 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.
- 3. Costed Against Settlement.** The parties agree that the increase in the amount of the longevity pay will be costed against the total package settlement as part of the negotiations over the 2025-2027 CBA.
- 4. 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.
- 5. 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.
- 6. Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding the increase in longevity pay for teachers who retire at the end of the 2025-2026 school year. This MOA controls over any inconsistent provisions in the CBA.
- 7. Duration.** This MOA will automatically expire on June 30, 2026.

ST. CROIX EDUCATION ASSOCIATION

Date: _____
President

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____
School Board Chair