

MEMORANDUM OF UNDERSTANDING

WHEREAS, the Verndale Education Association and the International Union of Operating Engineers, Local 70 (hereinafter "the Unions"), are the certified exclusive representatives for a number of classifications, including licensed teachers, bus drivers, custodians, and educational assistants, employed by Independent School District No. 818 (hereinafter "the District");

WHEREAS, there are in existence Collective Bargaining Agreements between the Union and the District covering the timeframe of January 1, 2019 to December 31, 2021.

WHEREAS, the District wishes to offer all employees of the District, union and non-union, a one-time "District Performance Stipend" in an equal amount to all employees; and

WHEREAS, the parties agree that the "District Performance Stipend" will apply only to the 2019/2020 fiscal year, and that the District is not obligated to provide a stipend in subsequent years.

BE IT HEREBY RESOLVED, the parties agree as follows:

- A. If the District is able to maintain a \$200,000 margin of revenue over expense at the end of the fiscal year 2019, a "District Performance Stipend" will be paid to every employee of District. If the District is not able to maintain this ratio, the District Performance Stipend will not be paid.
- B. The District Performance Stipend will be in the amount of \$500.00 per employee who remained employed by the District throughout fiscal year 2019.
- C. The District Performance Stipend is a one-time payment and the District is not obligated to provide the stipend in subsequent years.

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO.70

BY: _____
Business Agent

Dated: _____

VERNDALE EDUCATION ASSOCIATION

BY: _____
VEA President

Dated: _____

VERNDALE PUBLIC SCHOOLS, ISD NO. 818,

BY: _____
School Board Chairperson

Dated: _____