

Memorandum of Understanding

Regarding Implementation of 2020-21 Contract Year Payments

This Memorandum of Agreement is made and entered into this _____ day of _____, 2021, by and between Waterloo Community Unit School District No. 5 ("District") and the Waterloo Association of Service Personnel, IEA/NEA ("Association").

Whereas the current Collective Bargaining Agreement ("CBA") between the District and the Association stipulates that, by default, employees who work a nine (9) month schedule will be paid, unless requested otherwise to the District, in twenty-four (24) equal payments over a twelve (12) month period; and

Whereas prior to the current CBA, nine-month employees were, unless requested otherwise to the District, paid in eighteen (18) payments over a nine-month period; and

Whereas, the current CBA was signed by the District and the Association on January 25, 2021, after more than half of the current school year had passed and nine-month employees had already received the majority of their payments for the year; and

Whereas it would be an undue stress on the District to reapportion the payments for the rest of the 2020-2021 contract year to account for the change from nine-month to twelve-month payment schedules, and potentially disruptive to the Association's members' finances to have their payment amounts change mid-year; therefore

The parties agree that implementation of the 24 equal payments schedule, as agreed to in the CBA, will be delayed until the 2021-2022 contract year, and that nine-month employees will receive their first paychecks under the 24 payments schedule on August 30th, 2021; and further

The parties agree that the District will consult with any members of the Bargaining Unit who have had money withheld from their pay to cover the costs of employee insurance over the summer to determine whether money should continue to be withheld for the remainder of the contract year.

For the Board of Education
Waterloo CUSD No. 5

For the Waterloo Association of Service
Personnel, IEA NEA