



# Brainerd Public Schools

*Opportunity. Innovation. Success.*

## MEMORANDUM OF UNDERSTANDING (MOU)

Between Brainerd Public Schools - ISD 181  
and the  
International Union of Operating Engineers, Local Number 49

### VACATION ACCRUALS

WHEREAS, the District and the International Union of Operating Engineers, Local Number 49 agree that the current collective bargaining agreement (CBA) between the parties governs the terms and conditions of employment;

WHEREAS, under ARTICLE X - HOLIDAYS AND VACATIONS, Section 2. VACATIONS, the vacation accrual grid indicates the following:

Completed Years of Service (from date of hire)	Rate of Accumulation
0 to 5 years	6.67 hours/month (10 days per year)
6-14 years	10 hours/month (15 days per year)
15-24 years	13.34 hours/month (20 days per year)
25+ years	16.67 hours/month (25 days per year)

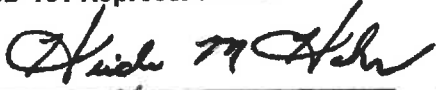
WHEREAS, with the change of completed years of service under the new contract, current employees within the unit would incur a decrease of vacation accrual, which was not the intent of the change, and

NOW THEREFORE, the parties resolve that the vacation accrual grid will be updated to ensure no loss of vacation accrual and clarify the language used as follows:

Completed Years of Service (from date of hire)	Rate of Accumulation
Year 0 through 5	6.67 hours/month (10 days per year)
Year 6 through 13	10 hours/month (15 days per year)
Year 14 through 24	13.34 hours/month (20 days per year)
25+ years	16.67 hours/month (25 days per year)

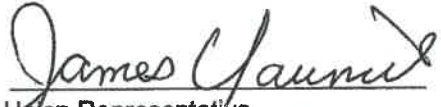
By signing below, the parties agree to the above-described understanding. This memorandum will remain effective through the duration of the current master contract, expiring on June 30, 2025.


**ISD 181 Representatives:**

 \_\_\_\_\_  
Superintendent Hahn Date

 9-14-2023  
Kevin Boyles, Board Chair Date

**International Union of Operating Engineers, Local Number 49 Representatives:**

 9-11-23  
Union Representative Date

 9-11-23  
Union Business Representative Date