

MEMORANDUM OF UNDERSTANDING
BETWEEN NORTHWOOD CHILDREN'S SERVICES AND DULUTH SCHOOL
DISTRICT, ISD 709

1. BACKGROUND AND INTENT

This Memorandum of Understanding is between Northwood Children's Services, a non-profit corporation, and the Duluth Public Schools, Independent School District (ISD) #709.

WHEREAS, the sole purpose of this Memorandum of Understanding (MOU) is to encourage cooperation between Northwood Children's Services and the Duluth School District, and to further detail the separate and distinct roles and responsibilities of each party.

WHEREAS, the Duluth School District desires to have Day Treatment and mental health services available on site at its schools:

WHEREAS, Northwood Children's Services desires to locate day treatment programs and mental health therapists at Duluth school buildings to provide mental health services such as day treatment programming, assessments, psychotherapy, and consultation.

Therefore, Northwood Children's Services and the Duluth School District agree that it is in the best interests of all concerned to enter into this MOU.

2. ROLES AND RESPONSIBILITIES

Roles of Northwood Children's Services and Duluth School District

It is understood that Northwood Children's Services and school district staff must work together as a team to effectively meet the needs of Duluth School District students, and both parties to communicate any cause or concern pertaining to all items that affect the overall success of the MOU in a timely manner. However, the parties to this MOU understand their separate and distinct responsibilities.

Role of Northwood Children's Services day treatment and community mental health provider

Students served by Northwood Children's Services are clients of Northwood Children's Services, subject to the same rights and responsibilities as clients served in Northwood Children's Services settings.

Northwood Children's Services will;

1. Meet with Duluth Schools administration staff to plan a system of day treatment and mental health service delivery

2. Locate day treatment program(s) and therapist(s) at Duluth schools to provide day treatment mental health services
3. Employ and be responsible for its case managers, practitioners and therapists placed at Duluth schools
4. Maintain appropriate professional liability insurance
5. Accept "requests for services" from school district staff with final placement decisions determined by Northwood Children's Services
6. Share student/client information with school staff as needed and with the consent of the student/responsible parent
7. Obtain parental permission to provide mental health services
8. Maintain and own mental health records of students served
9. Obtain insurance and other information necessary to appropriately bill parents and/or party payers for services delivered. The school district shall not be responsible for the cost of services delivered by Northwood Children's Services
10. Meet periodically with School administration or designated staff to review the working relationship in order to address any concerns and promote an active partnership

Role of Duluth School District

1. Meet with Northwood Children's Services administration staff to plan a system of day treatment and mental health service delivery
2. Provide Northwood Children's Services day treatment programs and therapists with appropriate, private space where they are allowed to furnish it as deemed necessary to provide a safe and comfortable environment for mental health treatment. The agreement to provide private space shall not obligate Duluth Public Schools to any costs related to renovation or other facility adjustments to create privacy. Ensure Northwood Children's Services staff are provided access to fax machines, printer, internet connection, and telephones. The rooms and spaces utilized at each school site are to be mutually agreed upon as appropriate for programming. Prior approval by the ISD 709 Director of Elementary and Director of Secondary Education and Northwood CEO is required before rooms can be changed after they have been established. Space shall be provided in the following 5 schools: Stowe Elementary School, Piedmont Elementary School, Lincoln Park Middle School, Myers-Wilkins Elementary School and Laura MacArthur Elementary School.
3. Inform school staff of the availability of Northwood Children's Services and work with Northwood Children's Services staff to develop a system to identify and refer students that may need day treatment/mental health services. Such referrals shall not in any way be construed to create financial responsibility for service delivered by Northwood Children's Services. Final service delivery decisions are made by Northwood Children's Services
4. Meet periodically with Northwood Children's Services administration or designated staff to review the working relationship in order to address any concerns and promote an active partnership

3. GENERAL TERMS

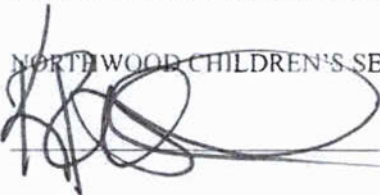
Terms. This MOU will begin effective on the date of 9/1/2026 and will remain in effect until either party provides written notice of non-renewal three (3) months before the annual termination date. Otherwise, this Agreement may be terminated in accordance with the section on Termination below.

Termination. Either party may terminate this Agreement by giving the other party three (3) months prior written notice.

Confidentiality. Northwood Children's Services and Duluth School District agree that by virtue of entering into this Agreement they will have access to certain confidential information regarding the other party's operations related to this project. Northwood Children's Services and Duluth School District agree that they will not at any time disclose confidential information and/or material without the consent of that party unless such disclosure is authorized by this Agreement or required by law. Unauthorized disclosure of confidential information shall be considered a material breach of this agreement. Where appropriate, client releases will be secured before confidential client information is exchanged.

NORTHWOOD CHILDREN'S SERVICES

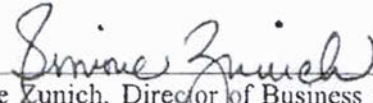
INDEPENDENT SCHOOL DISTRICT No. 709



Krisit Shulte, Board Chair

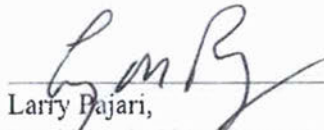
9/16/26

Date



Simone Zunic, Director of Business and Finance

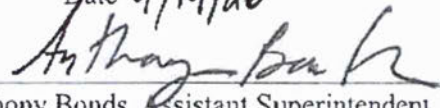
Date 9/14/26



Larry Pajari,
President & Chief Executive Officer

9-16-26

Date



Anthony Bonds, Assistant Superintendent

9/14/26

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE BRIGHTWATER AND
THE DULUTH PUBLIC SCHOOL DISTRICT, ISD #709**

I. BACKGROUND AND INTENT

This Memorandum of Understanding (MOU) is between the Brightwater, a certified community behavioral health clinic and the Duluth Public Schools, Independent School District #709 (ISD #709).

WHEREAS, the sole purpose of this MOU is to encourage cooperation between Brightwater and ISD #709, and further detail the separate and distinct roles and responsibilities of each party;

WHEREAS, ISD #709 desires to provide quality, comprehensive education to each student by further enhancing the mental health services available on site at its schools;

WHEREAS, Brightwater desires to extend therapeutic support to ISD #709 school buildings by providing professional (Therapeutic) and practitioner level (Children's Therapeutic Services and Supports; CTSS), support in individual and group settings coordinated by a mental health professional.

Therefore, Brightwater and ISD #709 agrees that it is in the best interests of all concerned to enter this MOU.

This MOU is to enable and structure the collaboration between Brightwater and ISD #709 in its implementation of creating educational successes for students, their families, and school staff by providing appropriate therapeutic services for unmet social, emotional, and behavioral and mental health needs.

II. ROLES AND RESPONSIBILITIES

Roles of Brightwater and ISD #709

It is understood that Brightwater and ISD #709 staff must work together as a team to effectively meet the needs of ISD #709 students, families, and staff, and both parties are to communicate any cause or concern, pertaining to any and all items that affect the overall success of the MOU, in a timely manner. However, the parties to this MOU understand their separate and distinct responsibilities.

Roles of Brightwater

Students, families, and staff served by Brightwater are clients of Brightwater and subject to the same rights and responsibilities as clients served in the organization's clinic setting.

Brightwater will:

1. Have therapists and practitioners onsite to provide therapeutic services at regularly scheduled times and place for each site as agreed upon by Brightwater Child and Family Services Director, ISD #709 Mental Health/Social Emotional Behavioral MTSS Coordinator, Assistant Superintendent, and Principals.
2. See students referred by school personnel or parents individually or in groups for therapeutic services at the student's school in a confidential setting for comprehensive evaluations, treatment planning, and individual/group sessions, according to established Brightwater policies and procedures.
3. Schedule requested consultations by school personnel including school social workers, teachers, counselors, and administrative staff with Brightwater providers as needed. Specific In-Service presentations may be scheduled jointly or as needed and time permits. Services will be provided according to the school's schedule.
4. Treat students served by Brightwater in ISD #709 as clients of Brightwater and ensure they are subject to the same rights and responsibilities as clients served onsite at Brightwater clinic spaces.
5. Meet with ISD #709 Administrative staff to plan a system of service delivery taking into consideration both the needs of Brightwater and ISD #709.
6. Locate therapists and mental health practitioners at assigned ISD #709 to provide therapeutic services in a private setting.
7. Employ and be responsible for its employees placed in ISD #709 schools.
8. Maintain appropriate professional liability insurance.
9. Share student/client information with school staff and with the consent of the student/responsible parent when a release of information is signed and information is needed.
10. Obtain parental permission and written consent to provide services.
11. Maintain and own mental health records of students served.
12. Obtain insurance and other information necessary to appropriately bill parents and/or 3rd party payers for services delivered. ISD #709 will not be responsible for the cost of services delivered by Brightwater.
13. Meet monthly with ISD #709 School Administration and other designated staff to review the working relationship, address any concerns/conflicts, and promote an active partnership.
14. Ensure meetings with Brightwater providers do not conflict with necessary school scheduling such as specialist time and academic scheduling without administrative permission.
15. Ensure that mental health services do not interfere with students receiving federally mandated IEP services from Special Education staff.
16. Collaborate with district staff to facilitate professional development opportunities related to prevention and treatment of student and community mental health concerns.

Role of ISD #709

ISD #709 will:

1. Meet with Brightwater administrative staff to plan a system of service delivery.
2. Inform ISD #709 Principals and school staff of services available and work with Brightwater staff to develop a system to identify and refer students that may need therapeutic services and supports. Meet periodically with Brightwater administration or designated staff to

- review the working relationship, address any concerns, and promote an active partnership.
3. Provide Brightwater therapists and practitioners with private meeting space with access to a telephone and internet connection.
 4. Obtain parental permission before referring students to Brightwater for therapeutic services.
 5. Upon parental permission, provide Brightwater staff with student schedules to meet with students for therapeutic services.

III. GENERAL TERMS

Terms. This MOU will begin effective the date of August 26th, 2026, unless either party provides written notice per the Termination clause below. This MOU will renew for one-year periods unlimited unless either party provides written notice of non renewal three (3) months before annual termination date. Otherwise, this MOU may be terminated in accordance with the section on Termination below. This agreement will automatically renew annually unless parties agree to terminate or revise.

Termination. Either party may terminate this MOU by giving the other party three (3) months prior written notice.

Confidentiality. Brightwater and ISD #709 agree that by virtue of entering into this MOU, they will have access to certain confidential information regarding the other party's operations related to this project.

Brightwater and ISD #709 agree they will not at any time disclose confidential information and/or material without consent of that party unless such disclosure is authorized by this MOU or required by law. Unauthorized disclosure of confidential information shall be considered a material breach of this MOU. Where appropriate, client releases will be secured before confidential client information is exchanged. Confidential client information will be handled with the utmost discretion and judgment. Both parties agree to perform within state and federal laws regarding confidentiality.

Referrals. Parents/Guardians may be referred to Brightwater School-Linked Mental Health Therapists by members of the ISD #709 school staff or self-referred by the student or the student's parent(s) or guardian(s) according to established Brightwater procedures using a written referral form. Brightwater staff will contact parent(s)/guardian(s) and coordinate with ISD #709 school staff, as needed to coordinate services.

Every effort will be made by ISD #709 to refer students that are displaying a need for mental health services to Brightwater for appropriate therapeutic services.

Data Collection. ISD #709, upon receiving signed data sharing agreement from the parent/guardian (form must specifically list each type of data to be shared), ISD 709 staff will be responsible for submitting grades, attendance records, and behavioral violations to Brightwater when requested.

Background Check. *(Applies to contractors working independently with students.)*

Brightwater, as the independent contractor, must provide an executed criminal history consent form and a money order or check payable to ISD #709 in an amount equal to the actual cost of conducting a criminal history background check on all of its employees assigned to the program. Brightwater is precluded from performance of contract until the results of the criminal background check(s) are on file.

If Brightwater has already completed background checks for their business needs, Brightwater stipulates that the background checks are completed, current, and on file.

Brightwater also stipulates that any employees with a gross misdemeanor or felony will not work independently with ISD #709 students.

Independent Contractor. Both ISD #709 and Brightwater agree they will act as an independent contractor in the performance of its duties under this MOU. Nothing contained in this MOU shall be construed as in any manner creating a relationship of joint venture between the parties, which shall remain independent contractors with respect to all actions performed pursuant to this MOU.

Accordingly, Brightwater shall be responsible for payment of all taxes, including Federal, State, and local taxes, arising out of Brightwater's activities in accordance with this MOU, including by way of illustration, but not limited to, Federal and State income tax, Social Security tax, Unemployment Insurance taxes, workers compensations, and any other taxes or business license fees as required.

Indemnity and Defense. Brightwater hereby agrees to defend, indemnify and hold ISD #709 harmless from all claims relating to its work pursuant to this MOU. In the event Brightwater breaches its obligation to defend, indemnify and hold ISD #709 harmless, then in addition to its other damages, ISD #709 shall be entitled to recover its attorney's fees and costs and disbursements incurred in enforcing this MOU.

ISD #709 hereby agrees to defend, indemnify and hold Brightwater harmless from all claims relating to its work pursuant to this MOU. In the event ISD #709 breaches its obligation to defend, indemnify and hold Brightwater harmless, then in addition to its other damages, Brightwater shall be entitled to recover its attorney's fees and costs and disbursements incurred in enforcing this MOU.

Notices. All notices to be given by Brightwater to ISD #709 shall be deemed to have been given by depositing the same in writing in the United States Mail to: ISD 709, Duluth Public Schools, Attn: Anthony Bonds, Assistant Superintendent, 709 Portia Johnson Drive, Suite 108, Duluth, MN 55811.

All notices to be given by ISD #709 to Brightwater shall be deemed to have been given by depositing the same in writing in the United States Mail to: Brightwater, Attn: Ben Hatfield, CEO, 1401 E. 1st Street, Duluth, MN 55805.

Assignment. Brightwater shall not in any way assign or transfer any of its rights, interests, or obligations under this MOU in any way whatsoever without the prior written approval of ISD

#709.

Modification or Amendment. No amendment, change, or modification of this MOU shall be valid unless in writing signed by the parties' hereto.

Governing Laws. This MOU, together with all its paragraphs, terms, and provisions is made in the State of Minnesota and shall be construed and interpreted in accordance with the laws of the State of Minnesota.

Entire Agreement. This MOU contains the entire understanding of the parties hereto with respect to the subject matter hereof and shall not be changed or otherwise altered except by written agreement of the parties.

Data Practices. Brightwater further understands and agrees that it shall be bound by the Minnesota Government Data Practices Act (Minnesota Statutes 13.03-13.04) with respect to "data on individuals"; as defined in 13.02, subd. 5 of that Statute which it collects, receives, stores, uses, creates, or disseminates pursuant to this MOU.

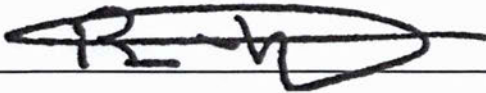
Conflict of Interest and Fiduciary Duty: All contractors doing business with ISD #709 agree to follow Policy 307 - Conflicts of Interest and Fiduciary Duty. This policy is located on ISD #709's website.

Mutual Consent to Collaboration: Brightwater and ISD #709 agree to work cooperatively to establish times and locations for therapy services, determine a schedule, make and review referrals, and consistently communicate with one another to take additional steps needed to implement this MOU and accomplish the goals of School Linked Mental Health Services.

Agreed to as entered into below:

Brightwater

Signed: _____



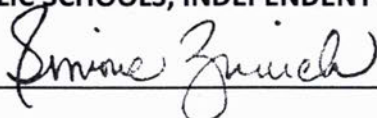
Date: 08-25-2026

Name: Benjamin Hatfield

Title: Chief Executive Officer

DULUTH PUBLIC SCHOOLS, INDEPENDENT SCHOOL DISTRICT #709

Signed: _____



Date: 9/14/20

Name: Simone Zunich Title: Executive Director of Finance & Business Services

MEMORANDUM OF UNDERSTANDING

**Between the Fond du Lac Human Services Division, Behavioral Health Department, and the
Duluth Public School District, ISD 709**

I. BACKGROUND AND INTENT

This Memorandum of Understanding (“MOU”) is between Fond du Lac Human Services Division Behavioral Health Department (FDL) a division of the Fond du Lac Band of Lake Superior Chippewa, and the Duluth Public Schools, Independent School District #709 (ISD 709).

Purpose

The purpose of this MOU is to establish a framework for collaboration between FDL and ISD 709 to support the educational success and well-being of American Indian students through the provision of culturally appropriate behavioral health services.

Background

ISD 709 seeks to expand access to mental health services for students within its schools.

FDL operates a Behavioral Health Department that provides behavioral health services to American Indian children and families.

FDL seeks to place School-Linked Mental Health Therapists within ISD 709 schools to provide behavioral health services to eligible students, including diagnostic assessments, treatment planning, and therapeutic services.

The parties recognize that unmet social, emotional, behavioral, and mental health needs can negatively affect educational outcomes and that increased access to culturally responsive behavioral health services may benefit students and families.

Understanding of the Parties

The parties enter into this MOU to coordinate their respective efforts and to define their separate roles and responsibilities in supporting school-linked behavioral health services for American Indian students and their families attending ISD 709 schools.

This MOU is intended to facilitate cooperation between the parties and to support the delivery of quality, culturally appropriate behavioral health services to students, consistent with applicable law and the terms of this MOU.

The parties acknowledge that they are separate governmental entities acting under their respective legal authorities. This MOU memorializes a cooperative relationship between the parties and is not intended to create a vendor, contractor, employment, agency, partnership,

or joint venture relationship between them. Each party will remain responsible for its own personnel, operations, decisions, and legal obligations

II. ROLES AND RESPONSIBILITIES

Roles of FDL and ISD 709

It is understood that FDL and ISD 709 staff must work together as a team to effectively meet the needs of ISD 709 students, and both parties are to communicate any cause or concern, pertaining to any and all items that affect the overall success of this MOU, in a timely manner. However, the parties to this MOU understand their separate and distinct responsibilities.

Role of FDL

1. FDL licensed Mental Health Professionals/School-Linked Mental Health Therapists will provide onsite therapeutic services to students at a regularly scheduled time and place for each of several sites as agreed upon by FDL Behavioral Health Coordinator, FDL Mental Health Supervisor, ISD 709 Mental Health Partnership Coordinator, ISD 709 Assistant Superintendent, ISD 709 Indian Education Director and ISD 709 Principals. CTSS or Case Management services may also be piloted and explored at agreed upon school location/s as determined by the ISD 709 Mental Health Partnership Coordinator, School Principal and FDL Mental Health Supervisors.
2. American Indian students referred by school personnel or parents will be seen individually by the licensed School-Linked Mental Health Therapist at the child's school in a private setting for interviews, diagnostic assessments, treatment plans, and individual therapeutic sessions according to established FDL Human Services Division policies and procedures.
3. School personnel including school social workers, teachers, counselors and administrative staff may schedule consultations with the FDL licensed professionals and occasional specific In-Service presentations may be scheduled jointly or as needed and time permits. Services will be provided according to the school schedule.
4. FDL shall retain sole responsibility and authority for all clinical decisions, diagnoses, treatment plans, treatment records, and professional judgments related to services provided by FDL personnel under this MOU.
5. Students served by FDL Behavioral Health in ISD 709 Schools are clients of FDL Human Services and are subject to the same rights and responsibilities as clients served onsite at any FDL Human Services facility.
6. FDL therapists will meet with ISD 709 Administrative staff and District Wide Mental Health Coordinator to plan a system of service delivery taking into consideration both the needs of FDL and ISD 709 quarterly.

7. Locate therapists at ISD 709 Schools in order to provide mental health services in a private setting identified by school administrators.
8. Employ and be responsible for its employees at ISD 709 Schools.
9. Maintain appropriate professional liability insurance.
10. Share student/client information with school staff and with the consent of the student/responsible parent when a release of information is signed and information is needed.
11. Obtain parental permission to provide services.
12. Maintain and own case management records of students served.
13. Obtain insurance and other information necessary to appropriately bill parents and/or 3rd party payers for services delivered. ISD 709 will not be responsible for the cost of services delivered by FDL.
14. FDL staff will meet with School Administration and other designated staff to review the working relationship in order to address any concerns/conflicts, and to promote an active partnership. The meetings will occur quarterly.
15. Ensure that meetings with therapists do not conflict with necessary school scheduling such as specialists and academic scheduling without administrative permission.
16. Ensure that therapy services do not interfere with students receiving federally mandated IEP services from Special Education staff.

Role of ISD 709

1. Meet with FDL administrative staff to plan a system of mental health service delivery.
2. Mental Health Coordinator will meet with Principals and school staff to inform them of services available. The Mental Health Coordinator will work with FDL staff to develop a system to identify and refer students that may be in need of mental health services. The team will meet quarterly, or as requested, with FDL administration or designated staff to review the working relationship in order to address any concerns and promote an active partnership.
3. To provide FDL with a private meeting space for mental health professionals with access to a telephone and internet connection.

4. Upon parental permission and FDL's request, FDL will be provided student schedules in order to meet with students for therapy services.
5. Obtain parental permission before referring students to FDL for therapy services.

III. GENERAL TERMS

Terms. This MOU will begin effective on September 2, 2026 and will continue on an ongoing annual basis unless either party provides written notice per the Termination clause below.

Termination. Either party may terminate this MOU by giving the other party 90-days prior written notice.

Confidentiality. FDL and ISD 709 agree that by virtue of entering into this MOU they will have access to certain confidential information regarding the other party's operations related to this project.

FDL and ISD 709 agree that they will not at any time disclose confidential information and/or material without consent of that party unless such disclosure is authorized by this MOU or required by law. Unauthorized disclosure of confidential information shall be considered a material breach of this MOU. Where appropriate, client releases will be secured before confidential client information is exchanged. Confidential client information will be handled with the utmost discretion and judgment. Both parties agree to perform within state and federal laws regarding confidentiality.

Referrals. Parents/Guardians may be referred to the School-Linked Mental Health Therapists by members of the school staff or self-referred by the student or his/her parent according to established FDL Human Services Division's policies using a written referral form. It is the responsibility of the Parent/Guardian to contact FDL's SLMH Administrative Specialist to initiate services. FDL staff will then contact the school staff working with that student to coordinate services.

Every effort will be made by ISD 709 to refer American Indian students to FDL Mental Health Professionals for culturally appropriate therapeutic services.

Data Collection. ISD 709, upon receiving a signed data sharing agreement from the parent/guardian (form must specifically list each type of data to be shared), will be responsible for submitting grades, attendance records and behavioral violations to FDL Behavioral Health when requested.

Background Check. *(applies to FDL employees working independently with students)* FDL shall ensure that its employees assigned to provide services under this MOU have successfully completed background checks consistent with applicable law and FDL policies. Upon request, FDL may certify to ISD 709 that required background checks have been completed. Employees who are ineligible to work independently with students under applicable law shall not be

assigned to provide services under this MOU.

Independent Government Entities. ISD 709 and FDL acknowledge that each is a separate governmental entity exercising its own legal authority and responsibilities. Nothing in this MOU shall be construed as creating a partnership, joint venture, agency relationship, employment relationship, contractor relationship, or other legal association between the parties beyond the cooperative relationship expressly described herein. Each party shall remain solely responsible for its own personnel, operations, decisions, liabilities, and compliance with applicable law. Nothing in this MOU shall be construed as a waiver of the sovereign immunity, governmental immunity, privileges, defenses, or jurisdiction of either party.

Mutual Responsibility of Parties. Each party shall be responsible for the acts and omissions of its own officers, employees, and agents, to the extent provided by applicable law. Nothing in this MOU shall constitute a waiver of any immunity, defense, or limitation of liability available to either party..

Notices. All notices to be given by FDL to ISD 709 shall be deemed to have been given by depositing the same in writing in the United States Mail: ISD 709, Duluth Public Schools, Attn: Anthony Bonds/Assistant Superintendent, 709 Portia Johnson Road, Duluth, MN 55811.

All notices to be given by ISD 709 to FDL shall be deemed to have been given by depositing the same in writing in the United States Mail to Fond du Lac Human Services, Attn: Behavioral Health Coordinator and Health Services Associate Director, 927 Trettel Lane, Cloquet, MN 55720.

Assignment. Neither party may assign its responsibilities under this MOU without the written consent of the other party..

Modification or Amendment. No amendment, change or modification of this MOU shall be valid unless in writing signed by the parties' hereto.

Governing Laws. This MOU, together with all its paragraphs, terms and provisions is made in the State of Minnesota and shall be construed and interpreted in accordance with the laws of the State of Minnesota. Nothing in this MOU shall be construed as a waiver of the sovereign immunity of the Fond du Lac Band of Lake Superior Chippewa or its divisions, agencies, employees, or officials.

Entire Agreement. This MOU reflects the parties' current understanding of their relationship and responsibilities. Any changes to this MOU must be made in writing and signed by both parties.

Data Practices. Student educational records and other data provided by the ISD 709 shall remain subject to all applicable confidentiality protections, including the Family Education Rights and Privacy Act ("FERPA") and any applicable provisions of Minnesota law, to include Chapter 13, the Minnesota Government Data Practices Act. FDL shall use such information only

for purposes authorized by this MOU and applicable law. Records created or maintained by FDL in connection with the provision of healthcare or behavioral health services shall remain the records of FDL and shall be governed by the laws and policies applicable to FDL and its clients.

Conflict of Interest and Fiduciary Duty: The parties agree to conduct their activities under this MOU in a manner consistent with applicable conflict-of-interest and ethical standards governing their respective organizations. While providing services under this MOU, FDL employees operating within ISD 709 facilities shall comply with ISD 709 policies that are reasonably necessary to protect students, maintain school operations, and avoid conflicts of interest, including ISD 709 Policy 307 - Conflicts of Interest and Fiduciary Duty. This policy is located on the ISD 709's website.

Mutual Consent to Collaboration. FDL and ISD 709 agree to work cooperatively to establish times and locations for therapy services, determine a schedule, make and review referrals and consistently communicate with one another in order to take additional steps needed to implement this MOU and accomplish the goals of School Linked Mental Health services.

Fond du Lac Human Services

Simone Zurich, Executive Director of Business Services, ISD 709

Date: _____

Date: 9/14/26

AGREEMENT

THIS AGREEMENT, made and entered into this 8th day of September, 2026 by and between Independent School District #709, a public corporation, hereinafter called District, and PAVSA, an independent contractor, hereinafter called Contractor.

THE PURPOSE OF THE AGREEMENT is to set out the terms and conditions whereby Contractor will provide programs or services for the District at the times and locations set forth in this Agreement.

The terms and conditions of this Agreement are as follows:

1. **Dates of Service.** This Agreement shall be deemed to be effective as of September 6th, 2026 and shall remain in effect and reviewed annually, unless terminated earlier as provided for herein, or unless and until all obligations set forth in this Agreement have been satisfactorily fulfilled, whichever occurs first.

2. **Performance.**

It is understood that PAVSA and school district staff must work together as a team to effectively meet the needs of Duluth School District students, and to communicate any pertinent information or concern that affect the overall success of the MOU in a timely manner.

Role of PAVSA, a Community Provider:

- 1) Meet with Duluth School administration staff to plan a system of service delivery
- 2) Provide services on site in Duluth Schools
- 3) Employ and be responsible for PAVSA staff placed or on site in Duluth schools
- 4) Maintain appropriate professional liability insurance
- 5) Accept referrals from school district staff
- 6) Share student/client information with school staff as needed and with consent of the student/responsible guardian
- 7) Maintain and own records of students served
- 8) No consent will be necessary for advocacy and/or crisis counseling per state <https://www.revisor.mn.gov/statutes/cite/260E.22>
- 9) Students receiving more than 3 sessions of individual advocacy and/or crisis counseling, parental consent will be obtained for ongoing counseling services
- 10) Conduct appropriate background checks to ensure that PAVSA staff are not legally restricted from performing duties of their job in a school setting
- 11) Meet periodically with School administration at Denfeld and East or designated staff to review the working relationship in order to address any concerns and promote an active partnership
- 12) Provide training and seminars to Duluth school staff and students when warranted and on and ongoing/yearly basis
- 13) Ensure that meetings with advocates do not conflict with necessary school scheduling such as specialists and academic scheduling without administrative permission.

- 14) Ensure that advocacy services do not interfere with students receiving federally mandated IEP services from Special Education staff.

Role of Duluth School District:

- 1) Meet with PAVSA administration staff to plan a system of delivery service
- 2) Provide PAVSA staff with appropriate meeting space
- 3) Inform school staff of PAVSA services available
- 4) Meet periodically with PAVSA administration or designated staff to review working relationship in order to address any concerns and promote an active partnership
- 5) When school staff send referrals to PAVSA, student identifying information will not be given until there is an in-person meeting

3. Background Check. *(applies to contractors working independent with students)*

Contractor must provide an executed criminal history consent form and a money order or check payable to the District in an amount equal to the actual cost of conducting a criminal history background check on all of its employees assigned to the program. Contractor is precluded from performance of contract until the results of the criminal background check(s) are on file.

If Contractor has already completed background checks for their business needs, Contractor stipulates that the background checks are completed, on file, and will be made available for review if the District should request.

Contractor will notify the District of any individual working in our schools with convictions of a gross misdemeanor or felony.

4. Reimbursement. In consideration of the performance of Contractor of its obligations pursuant to this Agreement, District hereby agrees to reimburse Contractor for its services and expenses in performing said obligations up to a sum not to exceed \$0.00 hourly and \$0.00 in total. This is a no cost agreement.

Contractor is required by Minnesota Statutes, Section 270.66, subd. 3, to provide their Taxpayer Identification Number (TIN) used in the enforcement of Federal and State tax laws. The TIN will be available to Federal and State tax authorities and State personnel involved in the payment of State obligations. This Agreement will not be approved unless TIN is provided.

5. Requests for Reimbursement. The terms of payment under this Agreement are as follows:

- a. Payment shall be made by the District within 30 days of submission of a proper invoice by the Contractor;
- b. Any other terms of payment in the performance of services are incorporated by reference in this Agreement.

6. Propriety of Expenses. The fact that the District has reimbursed Contractor for any expense claimed by Contractor shall not preclude District from questioning the propriety of any such item. District reserves the right to offset any overpayment or disallowance of any item or items

at any time under this Agreement by reducing future payments to Contractor. This clause shall not be construed to bar any other legal remedies District may have to recover funds expended by Contractor for disallowed costs.

7. **Ownership of Materials.** The District reserves the rights to reproduce the programming in any fashion, or appropriate the contents of the programming, or any portion thereof, to its own use for any and all programs, forms and other materials that Contractor has provided, prepared, or utilized in performance of the terms of this Agreement.

8. **Independent Contractor.** Both the District and Contractor agree that they will act as an independent contractor in the performance of its duties under this Agreement. Nothing contained in this Agreement shall be construed as in any manner creating a relationship of joint venture between the parties, which shall remain independent contractors with respect to all actions performed pursuant to this Agreement.

Accordingly, Contractor shall be responsible for payment of all taxes, including Federal, State, and local taxes, arising out of Contractor's activities in accordance with this Agreement, including by way of illustration, but not limited to, Federal and State income tax, Social Security tax, Unemployment Insurance taxes, workers compensations, and any other taxes or business license fees as required.

9. **Indemnity and defense of the District.** Contractor hereby agrees to defend, indemnify and hold the District harmless from all claims relating to its work pursuant to this Agreement.

In the event that Contractor breaches its obligation to defend, indemnify and hold the District harmless, then in addition to its other damages the District shall be entitled to recover its attorney's fees and costs and disbursements incurred in enforcing this Agreement.

10. **Notices.** All notices to be given by Contractor to District shall be deemed to have been given by depositing the same in writing in the United States Mail: ISD 709, Duluth Public Schools, Attn: Todd McGowan or Anthony Bonds, 709 Portia Johnson Dr, Duluth, MN 55811.

All notices to be given by District to Contractor shall be deemed to have been given by depositing the same in writing in the United States Mail to 32 E 1st St, Ste 200, Duluth, MN 55802.

11. **Assignment.** Contractor shall not in any way assign or transfer any of its rights, interests or obligations under this Agreement in any way whatsoever without the prior written approval of the District.

12. **Modification or Amendment.** No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties' hereto.

13. **Governing Laws.** This Agreement, together with all its paragraphs, terms and provisions is made in the State of Minnesota and shall be construed and interpreted in accordance with the laws of the State of Minnesota.

14. **Entire Agreement.** This Agreement contains the entire understanding of the parties hereto with respect to the subject matter hereof and shall not be changed or otherwise altered except by written agreement of the parties.

15. **Cancellation.** Either party shall have the right to terminate this Agreement, without cause, upon (30) days written notice to the other party as provided for in this Agreement.

16. **Data Practices.** Contractor further understands and agrees that it shall be bound by the Minnesota Government Data Practices Act (Minnesota Statutes 13.03-13.04) with respect to "data on individuals"; as defined in 13.02, subd. 5 of that Statute) which it collects, receives, stores, uses, creates or disseminates pursuant to this Agreement.

17. **Insurance.** (If applicable) Contractor shall not commence work under the contract until they have obtained all the insurance described below and Duluth Public Schools has approved such insurance. Contractor shall maintain such insurance in force and effect throughout the term of the contract.

Contractor is required to maintain and furnish satisfactory evidence of the following insurance policies:

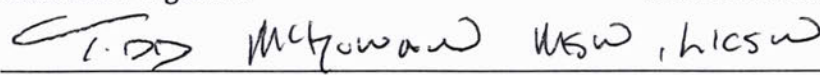
Workers' Compensation Insurance: Contractor must provide Workers' Compensation insurance for all its employees and, in case any work is subcontracted, Contractor will require the subcontractor to provide Workers' Compensation insurance in accordance with the statutory requirements of the State of Minnesota including Coverage B, Employer's Liability.

Commercial General Liability: Contractor is required to maintain insurance protecting it from claims for damages for bodily injury, including sickness or disease, death, and for care and loss of services as well as claims for property damage, including loss of use which may arise from operations under the Contract whether the operations are by the contractor or subcontractor or by anyone directly or indirectly employed under the contract.

18. **Conflict of Interest and Fiduciary Duty:** All contractors doing business with the District agree to follow Policy 307 - Conflicts of Interest and Fiduciary Duty. This policy is located on the District's website.

THE REMAINDER OF THIS PAGE IS LEFT INTENTIONALLY BLANK

AS EVIDENCE OF THEIR ASSENT TO THE TERMS AND CONDITIONS OF THIS AGREEMENT, set forth above, the parties hereto have caused this Agreement to be executed by their duly authorized officers as of the day and year first above written.

<u></u>	<u>41-1350021</u>	<u>8/26/26</u>
Contractor Signature	SSN/Tax ID Number	Date
<u></u>		<u>8/26/26</u>
Program Director		Date

Please note: All signatures *must* be obtained AND the following *must* be completed by the Program Director before submission to the CFO for review and approval.

This contract is funded by either:

1. The following budget (include full 18 digit code); or
2. will be paid using Student Activity Funds; or
3. is no cost contract (e.g. Memorandum of Understanding).

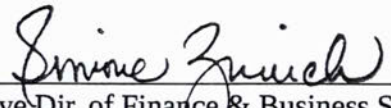
Please check the appropriate line below:

_____ Check if the contract will be paid using District funds and enter the budget code in the top line below (enter in blank spots following the example).

XX	X	XXX	XXX	XXX	XXX	XXX

_____ Check if the contract will be paid using Student Activity Funds

___X___ Check if the contract is a no-cost contract such as a Memorandum of Understanding

<u></u>	<u>9/14/26</u>
Executive Dir. of Finance & Business Services	Date



NORTHEAST
SERVICE COOPERATIVE

Reimbursement Request FY 2026 - 2027



Career & Technical Education Grant

UNIVERSAL FORM FOR CTE TRANSPORTATION GRANTS

"Please note: Transportation requests for CTSO events (such as Robotics, BPA, and DECA) are not eligible for reimbursement under this funding stream."

APPROVAL COMMITTEE: Scott Patrow, Tim Rohweder, Tim Prosen, Willie Speltz, Kristi Berlin, John Engelking

FOR REIMBURSEMENT, EMAIL THIS REQUEST TO:

Kathy Jankila and John Engelking

Business managers must submit an invoice with this form after the event date

Name the proposed CTE project. Request the total miles, associated transportation costs, and rentals. (i.e., bus or van costs) (Average bus costs are \$1.40 per mile and \$30.00 per hour. (i.e., 200-mile round trip and 8 hours driver time = \$280 + 240 = \$520.00.



***** Mileage, Transportation, and Sub requests are limited
to \$750.00 per request*****

Primary Project Contact Name/Email/Phone: Sonja Hakanson, sonja.hakanson@isd709.org, 218-336-8845 ex 2153

Primary Project School: Duluth East High School

Primary Partners (Other schools, businesses, organizations, etc.): University of MN-Duluth, Recreational Outdoor Sports Program (RSOP)

District Number :	709
Proposed Project Start Date:	10/01/2026
Projected number of students to be served by June 30th, 2027:	40
Project Grade Level(s):	9-12
Describe the proposed CTE project, including key activities, goals, and intended outcomes/student impact:	Field trip to rock climb with UMD RSOP. Goals are career exploration for Outdoor Education, social and emotional learning, and leadership practice.
Total Requested Mileage Request Amount:	Out of district boundary: 3hr min @ 255.90 and 60.03 per hour past 3 hrs. Trip would be 9:00am - 3:15pm: 6.25 hours = \$451.00

Subs and Chaperone Total Amount Requested	\$160
Total requested mileage + Subs or Chaperones	\$611.00
Not to Exceed \$750.00 GRAND TOTAL:	

Certification & Assurances

I certify that the information in this application is true and correct to the best of my knowledge and belief, and that I have the authority to apply for the requested award and in the amount requested.

Simone Zunic
Signature of Business Manager

Simone Zunic
Printed Name

Exec. Dir. Finance & Business Services

Title

9/23/26
Date

Kelly Flohaug
Signature of Authorized Supervisor (principal or Superintendent)

Kelly Flohaug
Printed Name

Principal

Title

9/23/26
Date



Duluth Adult Education Consortium Agreement

The Minnesota Department of Education mandates that an approved Adult Basic Education (ABE) consortium may have only one fiscal agent for the purposes of distribution of state and federal ABE aid. Therefore, the agreement between the fiscal agent, Duluth Public Schools, and the listed consortium members will follow all fiscal and programmatic mandates and policies established by the state.

Fiscal agent: Duluth Public Schools

Duluth Public Schools is the designated fiscal agent of the Duluth Adult Education Consortium. Duluth Adult Education is not a legal entity. All authority and liability rests with the school boards of the participating member school districts. Duluth Adult Education will coordinate the program, supply books and materials, and provide licensed instructors to facilitate Adult Education classes as and where needed. The consortium will comply with all State ABE Assurances as outlined in the annual grant application, collect all necessary data, submit required performance reports and fiscal reports to the state utilizing state adopted databases, and receive state Adult Basic Education aid under section 124D.531 for Adult Basic Education programming delivered in the consortium.

Consortium members: Proctor ISD 704 and Hermantown ISD 700

The above listed school districts agree to be a member of the Duluth Adult Education Consortium for FY 2027. Consortium members will sign consortium agreements annually, agree to have all ABE funds sent directly to the fiscal agent, make student referrals, advertise and promote ABE programs, and provide classroom space as necessary.

Signatures:

Member ISD 700 and 704

School Districts Representative:

By: *Kristal Berg*

Name: Kristal Berg

Title: Director of Community Education

Date: 09 / 18 / 2026

Member ISD 709

School District Representative:

By: *Simone Zurich*

Name: Simone Zurich

Title: Director of Finance and Business Services

Date: 9/21/26

Adult Basic Education Representative:

By: *Angie Frank*

Name: Angie Frank

Title: Duluth Adult Education Manager

Date: 9/21/26



MEMORANDUM OF UNDERSTANDING

I. Purpose

The purpose of this Memorandum is to describe the mutual goals and responsibilities with regard to a cooperative agreement between **Duluth Adult Education** and **True North Goodwill** related to the YouthBuild in the Northland grant [26A06YB000227] provided by the U.S. Department of Labor.

II. Background

True North Goodwill and **Duluth Adult Education** will partner to provide support for 44 opportunity youth, ages 18-24, over a 40-month implementation timeline in earning their GED/HS Diploma, gaining construction experience, and developing leadership and work-readiness skills. YouthBuild in the Northland is supported by the U.S. Department of Labor. A total of \$1,004,000, or 80%, of this program is financed with federal funds. \$251,000, or 20%, is financed by MN DEED and other grant providers. YouthBuild in the Northland ensures accurate tracking and categorization of program activities to maintain adherence to the 50/40/10 model, which allocates program focus as follows: 50% education, 40% Hands-On Training, and 10% Community Service/Leadership Development.

Federal Award Identification Number: 26A60YB000227

Performance Indicators:	Outcome Goals:
Education & Employment Rate – Second Quarter After Exit	75%
Education & Employment Rate – Fourth Quarter After Exit	70%
Median Earnings – Second Quarter After Exit	\$6,000
Credential Attainment	80%
Measurable Skills Gains	70%
Effectiveness in Serving Employers	50%
Percentage of participants that enter a Registered Apprenticeship within one year of exit	10%

III. Roles and Responsibilities

Lead Agency:

True North Goodwill Northern MN and Northwestern WI (TNG) – Registered 501(c)3
FEIN - 410919602

True North Goodwill Northern MN and Northwestern WI (TNG)'s mission is inspiring personal transformation through the power of learning and career development. Revenue from 13 stores across 29 counties funds operating expenses and offsets the cost of workforce and re-entry programming. **TNG** provides innovative programming that moves people to sustainable employment, contributing to a prosperous community. Comprehensive, relationship-based services allow clients to achieve goals of overcoming barriers, integrating into the community and obtaining education and/or attaining employment.

True North Goodwill will:

1. Serve as the grant lead and coordinate training logistics in partnership with education, training, and workforce providers;
2. Track actual incurred grant costs and retain documentation of these costs and submit to the U.S. Department of Labor (DOL) staff upon request;
3. Submit payment requests and program invoices with backup documentation to DOL;
4. Submit narrative reports to DOL quarterly and/or as requested by grantor;
5. Notify DOL of any proposed changes to scope of project, project activities, budget, work plan, grant expenditures, partners, or completion dates;
6. Perform screening to ensure applicants have the proper interest, possess necessary foundational skills, and meet eligibility criteria;
7. Provide work readiness, career counseling, and case management/support services for participants enrolled in YouthBuild;
8. Communicate any concerns with shared participants to partners in a timely manner;
9. Provide progress report(s), course evaluations, and all necessary forms on a quarterly basis and a final report upon program completion to DOL;
10. Provide regularly scheduled internal data audits to ensure compliance with record keeping and tracking.

Partner Agency:

Duluth Adult Education – Independent School District 709

FEIN – 41-6003776

Award Amount - \$150,128.00

Duluth Adult Education's mission is to empower learners to achieve their educational and career aspirations. Duluth Adult Education offers programs to serve adult learners who lack a high school diploma or equivalent, lack the academic or language skills to pursue education or employment, and/or are experiencing unemployment/underemployment and are not earning a sustainable wage for personal or family support.

Duluth Adult Education will:

1. Collaborate with **True North Goodwill** on program planning;
2. Provide academic planning and support for completion of a GED or HS Diploma;

Inspiring personal transformation through the power of learning and career development
700 Garfield Avenue, Duluth, MN 55802

3. Provide transition planning and referrals to post-secondary education opportunities;
4. Track student progress toward education goals and track measurable skill gains;
5. Participate in at least one annual monitoring visit conducted by **TNG** as pursuant to grant agreement;
6. Partner agencies are required to submit weekly participant progress updates utilizing the reporting form provided by True North Goodwill. These report requests will be sent out each Thursday during programming and required by EOD that Friday;
 - a. Progress updates will include participant progress, areas of concern, and other relevant information to ensure participant success.
 - b. Any questions regarding reporting can be directed to:

Jason Beckman – Director of Mission Operations
jbeckman@truenorthgoodwill.org

7. Communicate any course or participant concerns to **True North Goodwill's** Program Manager for YouthBuild.

Emma Collier – Program Manager
ecollier@truenorthgoodwill.org

IV. Duration of Agreement & Voluntary Disassociation

This MOU is a nonbinding agreement that both parties have entered into good faith. This agreement will go into effect upon award of the 2026 DOL YouthBuild Grant (July 1st, 2026) and will follow the conclusion of the 40-month grant period (October 31st, 2029). This agreement may be cancelled or terminated by any party, without penalty or liability, by notifying the other in writing. Written notice shall be sent thirty (30) days prior to the disassociation by either party.

V. Amendments

This MOU represents the entire understanding of both parties with respect to this partnership. Any modification of this memorandum must be in writing and signed by both parties.

VI. Invoices and Payment

All invoices must be sent via email or mailed USPS to Carolyn Brown, Senior Manager of Grants and Compliance by the 10th day of the month (or the following Monday if this day lands on a weekend) following the program quarter end. Any invoicing must include the required documentation as outlined in the provided invoicing template.

Email: cbrown@truenorthgoodwill.org

Mail: **True North Goodwill**
Attn: Carolyn Brown
700 Garfield Ave.
Duluth, MN 55802

VII. Data Practices

All parties must agree that the collection, use, and disclosure of participants' personally identifiable information (PII) is subject to various requirements set forth in Federal and State privacy laws. *All parties acknowledge that the execution of this MOU, by itself, does not function to satisfy all these requirements.*

All data, including customer PII, collected, used, and disclosed by all parties will be subject to the following:

1. The collection, use, and disclosure of participant education records, and the PII contained therein, as defined under FERPA, shall comply with FERPA and applicable state privacy laws.
2. All confidential data contained in UI wage records must be protected in accordance with the requirements set forth in 20 CFR part 603.
3. All personal information contained in VR records must be protected in accordance with the requirements set forth in 34 CFR 361.38.
4. Participant data will be kept confidential, consistent with Federal and state privacy laws and regulations.
5. All data exchange activity will be conducted in machine readable format, such as HTML or PDF, for example, and in compliance with Section 508 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794 (d)).

VIII. Non-Discrimination and Equal Opportunity

All Parties to this MOU certify that they prohibit, and will continue to prohibit, discrimination, and they certify that no person, otherwise qualified, is denied employment, services, or other benefits on the basis of: (i) political or religious opinion or affiliation, marital status, sexual orientation, gender, gender identification and/or expression, race, color, creed, or national origin; (ii) sex or age, except when age or sex constitutes a bona fide occupational qualification; or (iii) the physical or mental disability of a qualified individual with a disability.

IX. Termination

This MOU will remain in effect until the end date specified in the Duration of Agreement outlined above (July 1st, 2026- November 30th, 2029) unless*:

1. All parties mutually agree to terminate this MOU, prior to the end date.
2. Federal oversight agencies charged with the administration of WIOA are unable to appropriate funds or if funds are not otherwise made available for continued performance for any fiscal period of this MOU. Any party unable to perform pursuant to MOU due to lack of funding shall notify the other parties as soon as the party has knowledge that funds may be unavailable for the continuation of activities under this MOU.
3. Non-Compliant actions not abiding by the signed MOU can lead to termination of agreement.

*2 CFR 200.340

X. Record Retention

All parties must retain all Federal Award records for three years from the date of the submission of their final financial report. Records to be retained include but are not limited to financial records, supporting documentation, and statistical records. CFR §§ 200.334

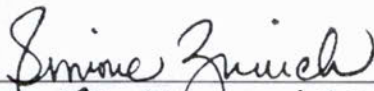
XI. Signatures

True North Goodwill and **Duluth Adult Education** agree to collaborate and provide services as detailed above to participants of the federal YouthBuild grant as outlined above. All parties have read and acknowledged the required rules and regulations outlined in this MOU.

Lead Agency:

BY:  DATE: 8/31/26
Title: Dodie Brown, President & CEO, True North Goodwill

Partner Agency:

BY:  DATE: 9/14/26
Title: Exec. Dir. Finance & Operations

MEMORANDUM OF UNDERSTANDING

Between Duluth Public School Dist. #709

And

Team Select Home Care

This agreement is between Team Select Home Care, 811 Glenwood Ave Suite 290, Minneapolis, Minnesota 55405, and Duluth Public School, 709 Portia Johnson Dr, Duluth MN 55811 and covers the School Year 2026/2027, 09/01/2026 – 08/31/2027.

Team Select Home Care provides nursing services to a student enrolled at Duluth ISD #709, [REDACTED] Team Select Home Care will send a nurse to accompany the student to school and provide direct nursing care per the agreement between said student's parent and Team Select Home Care. These services may happen at school while the nurse is volunteering and participating in the student's education program. It is the expectation of both the school district and Team Select Home Care that communication regarding the child's educational programming will occur between the parent and school staff.

Hiring and supervision of the nurse(s) will be the responsibility of Team Select Home Care, including verification of appropriate licensure, background checks and training. Team Select Home Care nursing staff will complete a volunteer application and agreement with Duluth ISD #709 and provide copies of the nurses background check and licensure. The nursing staff will participate in school activities as a volunteer and follow all ISD #709 volunteer policies and procedures.

Team Select Home Care will notify the ISD #709 contact person in advance of any change in the assigned nurse(s), including assignment of a substitute nurse, and said notice will include a start date, background check and copy of licensure. This will allow the district time to have the new or substitute nurse complete the volunteer application.

If Duluth School District #709 wishes to address concerns about a nurse who volunteers at school and while providing services to the enrolled student, they will follow the expectations of the volunteer policy and also contact Amber Kim, Director of Operations, at the following telephone number: 612-770-4177 or email address: amber.kim@tshc.com.

If Team Select Home Care wishes to address concerns about school based medical occurrences for the enrolled student, it will contact: Lora Thurston at the following telephone number: 218-336-8700, extension 3198 or email address: lora.thurston@isd709.org. If Team Select Home Care wishes to address concerns regarding the volunteer policies or procedures it will contact: Rebecca Lester at the following telephone number: 218-336-8700, extension 3144 or email address: rebecca.lester@isd709.org. There will be no fees associated with Team Select Home Care Nursing staff providing volunteer services to the identified student for the duration of the school year 2026/2027 as these services are separate from the school-based nursing services offered at Duluth ISD # 709. Team Select Home Care nurses will be

participating in Duluth ISD #709 educational services as a volunteer for the specific identified student.

Duluth ISD #709 will provide Team Select Home Care with a current school calendar showing the days when school is in session for the identified student and a copy of the volunteer application and policy.

This MOU agreement can be canceled at any time, by either party.

Duluth ISD #709

Team Select Home Care

Lora Thurston

Signature

9/15/2026

Date

Imine Znuich

Signature

9/16/26

Date

Timothy Hart

Timothy Hart, Vice President of Payor Relations

9/10/2026

Date



9/10/2026 | 11:47 AM CDT

Date