MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into between Independent School District No. 139, Rush City Public Schools ("School District") and Teamsters Local #320 Maintenance and Custodial Employees ("Union").

WHEREAS, the School District and the Union are parties to a collective bargaining agreement governing the terms and conditions of employment for maintenance and custodial employees who are members of the bargaining unit ("CBA"); and

WHEREAS, the CBA provides group dental insurance benefits to eligible maintenance and custodial employees; and

WHEREAS, the School District's current group dental insurance plan is provided by a policy with MetLife; and

WHEREAS, the School District solicited proposals for group dental insurance contracts in compliance with Minn. Stat. §471.6161, and received two; and

WHEREAS, the School District has evaluated the proposals and made a determination to move from MetLife and enter into a contract with Blue Cross/Blue Shield for a group dental policy covering eligible School District employees beginning January 1, 2027; and

WHEREAS, the aggregate value of benefits provided by the Blue Cross/Blue Shield group dental insurance plan are reduced as compared to the MetLife dental insurance plan.

NOW THEREFORE, it is hereby agreed by the Parties as follows:

1. The Union hereby agrees to the change from the MetLife group dental insurance plan to the Blue Cross/Blue Shield group dental insurance plan effective January 1, 2027 notwithstanding the reduction in the aggregate value of benefits provided by the Blue Cross/Blue Shield group dental insurance plan. The Union understands and specifically agrees that this

MOU satisfies Minn. Stat. §471.6161, subd. 5.

2. This MOU shall be in effect for the initial term of the Blue Cross/Blue Shield policy January 1, 2027 – December 31, 2027, and any subsequent renewal periods if the aggregate value of benefits is not reduced in subsequent plans. This MOU shall cease and have no effect whatsoever if the School District enters into a contract for group dental insurance with an entity other than Blue Cross/Blue Shield after the initial term of the Blue Cross/Blue Shield policy.

3. This MOU does not establish a past practice or precedent, nor does it apply to interpretation or application of the terms of the CBA, except as specifically set forth herein.

4. This MOU cannot be modified or extended except by written agreement of the Parties.

Date: November 12, 2026

Teamsters Local #320 Maintenance and Custodial Employees

By _____
Its Business Agent

By _____
Its _____

Date: _____

Independent School District No. 139

By _____
Its Chairperson