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MOA - Custodial Health Insurance Premium Contributions - Google Docs

**MEMORANDUM OF AGREEMENT ("MOA"):  
HEALTH INSURANCE PREMIUM CONTRIBUTIONS**

This Memorandum of Agreement ("MOA") is entered into by and between Independent School District No. 834 ("District") and Custodial Employees, International Union of Operating Engineers ("Union").

WHEREAS, the District and Union are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employment for custodians who are employed by the District;

WHEREAS, Article XI, Section 2, Subdivisions 1, 2, and 3 of the CBA state:

*Subd. 1 - The school district shall provide a monthly contribution toward the premium for single or family insurance coverage for eligible employees who qualify for and who are enrolled in, any of the district's group health and hospitalization plans the amount provided by the district shall be as follows, however, this amount shall not exceed the actual cost of insurance premiums:*

*Full Time Employees (six or more hours per day) participating in the high deductible/HRA/VEBA insurance plan:*

*Effective July 1, 2024: Up to \$1,971.89*

*Part Time Employees (at least four but less than six hours per day) participating in the high deductible insurance plan:*

*Effective July 1, 2024: Up to \$812.79*

*Subd. 2 - For employees participating in the high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA will be as follows:*

*For full-time employees participating in the high deductible/HRA/VEBA insurance plan, the monthly contribution to a VEBA shall be as follows::*

*Family Coverage:*

*Effective July 1, 2024: \$292.00*

*Single Coverage:*

*Effective July 1, 2024: \$167.00*

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*Subd. 3 - For full time employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly contribution to a VEBA shall be as follows:*

*Effective July 1, 2018: \$189.58*

There shall be no contribution to a VEBA for part-time employees participating in the high deductible/HRA/VEBA insurance plan.

WHEREAS, health insurance premiums will increase for employees on July 1, 2025;

WHEREAS, the District and the union are in the process of negotiating the 2025-2027 CBA; and

WHEREAS, the District and the Union are entering into this MOA to increase the amount of the District's health insurance premium contribution for eligible employees while the District and the Union continue to negotiate over the other terms and conditions of employment outlined in the CBA;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

- 1. Amendment of CBA.** Effective July 1, 2025, Article XI, Section 2, Subdivisions 1, 2, and 3 of the CBA are amended to state:

*Subd. 1 - The district shall provide a monthly contribution toward the premium for single or family insurance for full time employees who qualify for, and are enrolled in, the District's group health and hospitalization plan. The amount provided by the District shall be as follows, however, the amount shall not exceed the actual cost of the insurance premium:*

*Single Coverage*

*High deductible/HRA/VEBA plan:*

*Effective July 1, 2024: Up to \$813.03 per month*

*Effective July 1, 2025: Up to \$918.72 per month*

*Family Coverage*

*High deductible/HRA/VEBA plan:*

*Effective July 1, 2024: Up to \$1,971.89 per month*

*Effective July 1, 2025: Up to \$2,122.68 per month*

**Subd. 2** – *The cost of any premium that exceeds the District's monthly contribution shall be borne by the employee and paid by pre-tax payroll deduction.*

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*Subd. 3 - For employees participating in the high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA will be as follows:*

*Subd. 4 - For full-time employees and eligible retirees, as defined in Article XII, Section 1, participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:*

*Effective July 1, 2024: \$167.00 per month*

*Effective July 1, 2025: \$167.00 per month*

*For full-time employees and eligible retirees, as defined in Article XII, Section 1, participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:*

*Effective July 1, 2024: \$292.00 per month*

*Effective July 1, 2025: \$292.00 per month*

*For employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly District contribution to a VEBA shall be as follows:*


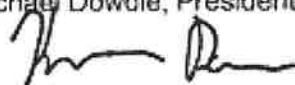
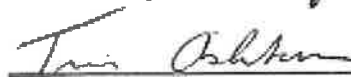
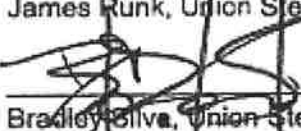
*Effective July 1, 2024: \$189.58 per month*

*Effective July 1, 2025: \$189.58 per month*

2. **No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2025-2027 CBA.
3. **Costed Against Settlement.** The parties agree that the increase in the amount of the District's health insurance premium contribution will be costed against the total package settlement as part of the negotiations over the 2025-2027 CBA.
4. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.
5. **Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding the increase to the amount of the District's health insurance premium contribution for the 2025-2026 school year. This MOA controls over any inconsistent provisions in the CBA. No changes in this MOA are valid unless they are in writing and signed by all parties.

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**STILLWATER CUSTODIAL EMPLOYEES IUOE**Date: APRIL 28, 2025  
\_\_\_\_\_  
Michael Dowdle, PresidentDate: APRIL 28, 2025  
\_\_\_\_\_  
Kristi Doar, Recording Secretary  
\_\_\_\_\_  
Scott Marsyla, Business Manager  
\_\_\_\_\_  
Travis Aslakson, Business Representative  
\_\_\_\_\_  
James Runk, Union Steward  
\_\_\_\_\_  
Bradley Silva, Union Steward**INDEPENDENT SCHOOL DISTRICT NO. 834**

Date: \_\_\_\_\_

\_\_\_\_\_  
School Board Chair

Date: \_\_\_\_\_

\_\_\_\_\_  
School Board Clerk