

MEMORANDUM OF UNDERSTANDING

Re: DLESP 2025 District Health Insurance Contribution

WHEREAS, Independent School District (ISD) #22, and Education Minnesota- Detroit Lakes Educational Support Professionals (DLESP) are interested in entering into a mutual agreement for purposes of maintaining affordable single health plan coverage as defined by the Affordable Care Act (ACA), and

NOW, THEREFORE BE IT AGREED UPON by ISD #22, and DLESP mutually agree to the following:

1. Article VII, Section 2 of the 2023-2025 Master Agreement states:
Section 2. Health and Hospitalization Insurance – Single Coverage: The School District shall contribute **\$450/month** for 2023-24 and 2024-25, toward the premium for individual coverage for eligible employees enrolled in a single plan, not to exceed \$5,400 annually. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.
2. For the time period July 1, 2025 through June 30, 2026, the District's contribution toward single health and hospitalization insurance shall increase from \$450 per month to \$700 per month, not to exceed \$8,400 annually.
3. This agreement assumes a minimum District contribution of \$700 per month toward a single coverage health insurance plan in year two (26-27).
4. This agreement does not impact the District's contribution toward family health and hospitalization insurance in either year (25-26, 26-27) of the master agreement. Any changes made toward family contributions may occur through the bargaining process.
5. The District's cost incurred as a result of this increased monthly contribution will be calculated and included in the final settlement package.
6. This agreement does not set a precedent for future similar situations in ISD #22.
7. The terms of this agreement shall commence upon all signatures received.
8. The terms of this agreement shall be superseded by the finalized Master Agreement between Independent School District No. 22 Detroit Lakes, Minnesota and Education Minnesota- Detroit Lakes Educational Support Professionals (DLESP) July 1, 2025 through June 30, 2027.

Susan Ubytassek
DLESP President

Michelle Jensen
Education Minnesota Representative

[Signature]
Superintendent

[Signature]
ISD #22 School Board Representative

5-13-25
Date

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