

MEMORANDUM OF UNDERSTANDING

WHEREAS, Education Minnesota (hereinafter Union) is the certified exclusive representative for teachers at the (hereinafter the District).

WHEREAS, There exists a Labor Agreement between the District and Education Minnesota Employee Group, with said Labor Agreement in effect from July 1, 2025, through June 30, 2027.

WHEREAS, It is the understanding of both sides that this Memorandum of Understanding, which is intended to resolve the issues of the parties, is not considered to be a past practice, cannot be considered to be evidence in any future issues pertaining to the parties, and cannot be used as evidence in any court or arbitration proceeding.

Therefore, the parties enter into this memorandum of understanding as follows:

1. Forego the HITA bid process in 2026 to retain a 15% rate cap from health insurance carrier Sourcewell.
2. The Union agrees that the District will not bid their health insurance for 7-1-2026 in exchange for a Sourcewell rate cap.
3. This memorandum of agreement shall be in effect from July 1, 2026, through Jan 1st, 2027. If both parties determine that it is in their best interest, a new MOU can be agreed upon to proceed with the HITA process in the future.
- 4.

The parties agree that this Memorandum of Understanding does not create a precedent and cannot be used in future negotiations, arbitrations, or hearings to show a past practice. This Memorandum of Understanding reflects a unique one-time solution to create overall cost savings to the district.

On Behalf of Menahga Independent School
District #821

Superintendent

Date

Board Chair

Date

On Behalf of Education Minnesota Menahga

Co-President

Date

Co-President

Date