

MEMORANDUM OF AGREEMENT
Extension of RFP Cycle for Health Insurance Proposals

This Memorandum of Agreement ("Agreement") is entered into by and between Independent School District No. 273, Edina ("District") and the Minnesota School Employees Association ("Union").

WHEREAS, Minnesota Statute Section 471.6161, subd. 8(c) provides, "School district contracts for group health insurance must not be longer than two years unless the exclusive representative of the largest employment group and the school district agree otherwise."

WHEREAS, the Union is the exclusive representative of District's largest employment group not on the Public Employee Insurance Plan.

WHEREAS, the District performed its Health Insurance Transparency Act ("HITA") Requests for Proposals ("RFP") in September 2024 and was presented with a three year offer that created additional financial stability than the two year offers; and

WHEREAS, both the District and Union believe it would be beneficial to accept the three year offer from Blue Cross Blue Shield of Minnesota and extend the next RFP cycle for an effective date of January 1, 2028.

NOW, THEREFORE, the parties agree as follows:

1. **Agreement to Accept Multiple Year Offer.** The parties agree to accept the multiple year offer from Blue Cross Blue Shield of Minnesota and extend the RFP cycle to January 1, 2028.
2. **No Precedent or Past Practice.** Nothing in this Agreement shall be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of relating to the collective bargaining agreement between the District and the Union. No party may submit this Agreement in any proceeding as evidence of a precedent or practice.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the dates shown below.

MN SCHOOL EMPLOYEES ASSOCIATION

INDEPENDENT SCHOOL DISTRICT NO. 273



Union Steward

School Board Chair

10-1-2024

Date

Date



Field Representative

School Board Clerk

10-1-2024

Date

Date