

MENAHGA PUBLIC SCHOOLS

216 Aspen Avenue SE, PO Box 160, Menahga, MN 56464

218-564-4141

"Home of the Braves"



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 2025 to retain a 7.3% rate cap from health insurance carrier Sourcewell with a cap of 15% for year 2.
2. The Union agrees that the District will not bid their health insurance for 7-1-2025 in exchange for a Sourcewell rate cap.
3. This memorandum of agreement shall be in effect from July 1, 2025, through June 30, 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 2027 for the 2028-2029 plan year.

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



The Mission of Menahga School District #821 is to build strong partnerships with stakeholders to ensure all learners succeed.

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Stephen Kram

Co-President

Rebecca Smith

Co-President

3/31/25

Date

3/31/25

Date



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