

MEMORANDUM OF UNDERSTANDING
Insurance Deductions Effective July 1, 2020

This Memorandum of Understanding is entered into between Independent School District No. 834, Stillwater, Minnesota (hereinafter referred to as the "School District") and the St. Croix Education Association (hereinafter referred to as the "SCEA").

WHEREAS, the District's 2019-20 insurance plan year ends on June 30, 2020; and

WHEREAS, employee contributions toward insurance would normally be adjusted effective July 1 each year, as a result of changes in premium for the start of the new plan year; and

WHEREAS, the District and the SCEA have not completed the negotiation of the 2019-2021 SCEA Master Contract; and

WHEREAS, because the 2019-2021 SCEA Master Contract has not been settled, insurance contributions for the 2019-2020 and 2020-2021 plan years have not been finalized; and

WHEREAS, it is the desire of both parties to limit the amount of confusion for employees, as it relates to the repayment of any over-deduction of insurance premiums, or deductions where necessary; and

WHEREAS, it is the desire of both parties to limit the cost impact on employees for increased contributions being taken, due to the fact the parties have not reached agreement on the 2019-2021 Master Contract.

NOW THEREFORE, it is mutually agreed by and between the undersigned parties that:

1. The District will continue the employee's contribution toward dental insurance and family health insurance, at the amounts that were deducted during the 2019-20 school year, until such time as the 2019-21 SCEA Master Contract is ratified; and
2. Upon ratification of the 2019-2021 SCEA Master Contract, the District will make one lump sum payment for any amounts over-deducted from employee paychecks, as a result of an increased district contribution; and
3. Upon ratification of the 2019-2021 SCEA Master Contract, the District will take a one-time deduction, for any payments due from employees, resulting from a change in coverage, or for other reasons resulting in an increased employee cost.

ST. CROIX EDUCATION ASSOCIATION

DATE: 6/22/20

BY *Jiff*
SCEA'S PRESIDENT

INDEP. SCHOOL DIST. 834, STILLWATER

DATE: 6.22.20

BY *CM*
FOR THE DISTRICT