

BLHS Memorandum of Understanding

This Memorandum of Understanding is entered into between BLHS Independent School District 2159 and the BLHS Education Association addressing the adjustment of:

Article VI- BASIC SCHEDULE AND RATE OF PAY
Section 5 Step Advancement
Master Agreement pages 7 and 8

NOW THEREFORE, the parties agree as follows:

For the 2025-2026 school year teachers will NOT advance a salary step on the 2025-2026 Salary Schedule A.

In 2025-2026, years of service at Buffalo Lake-Hector-Stewart (BLHS) continue to be tracked and applied through two primary mechanisms: the district's official seniority listing and service credit reporting to the Minnesota Teachers Retirement Association (TRA).

In WITNESS WHEREOF, the parties hereto have caused the Memorandum of Understanding to be executed this 26th day of January, 2026.

Buffalo Lake-Hector-Stewart
Education Association

ISD 2159

By: Jody Weiss An Ely Date: 1-27-26
EA President

By: Pam Vaack
School Board Chair

BLHS Memorandum of Understanding

This Memorandum of Understanding is entered into between BLHS Independent School District 2159 and the BLHS Education Association addressing the adjustment of:

Article VI- BASIC SCHEDULE AND RATE OF PAY
Section 8. Step Increments

NOW THEREFORE, the parties agree as follows:

Under the 2026–2027 Salary Schedule B, teachers will receive credit for two (2) years of service (2025–2026 and 2026–2027) from their 2024–2025 contract when determining Career Increment placement.

In WITNESS WHEREOF, the parties hereto have caused the Memorandum of Understanding to be executed this 26th day of January, 2026.

Buffalo Lake-Hector-Stewart
Education Association

ISD 2159

By: Jody Weiss
EA President

Date: 1-27-26

By: David Vauck
School Board Chair

BLHS Memorandum of Understanding

This Memorandum of Understanding is entered into between BLHS Independent School District 2159 and the BLHS Education Association addressing the adjustment of:

NOW THEREFORE, the parties agree as follows:

Upon the adoption of the 2026/2027 Salary Schedule B, licensed staff will receive a one-time payment based on their career increment. This payment will be made in two equal installments during the December 15th and May 30th payroll.

\$100,000 One-Time Payments	
2026/2027	
	Payment
Career Increment I (Year 1-9)	\$0.00
Career Increment II (Year 10-14)	\$750.00
Career Increment III (Year 15-19)	\$2,000.00
Career Increment IV (Year 20+)	\$5,450.00

In WITNESS WHEREOF, the parties hereto have caused the Memorandum of Understanding to be executed this 26th day of January, 2026.

Buffalo Lake-Hector-Stewart ISD 2159

By: Jody Weiss EA President Date: 1-27-26 By: Paul Veech School Board Chair