

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**OSSEO AREA SCHOOLS, ISD 279**  
**and**  
**MINNESOTA TEAMSTERS PUBLIC AND LAW ENFORCEMENT EMPLOYEES**  
**UNION LOCAL #320**

EFFECTIVE DATE: July 1, 2026 – June 30, 2027

TOPIC: July 1, 2026 – June 30, 2027 Health Insurance rates

Article 9 – Group Insurance, Section 1 – Health and Hospitalization Insurance, Subd 1 – District Contributions for Basic Group Health and Hospitalization Plans

The following health insurance rates will replace the rates in the current collective bargaining agreement and will be effective July 1, 2026 through July 1, 2027:

<b>Effective July 1, 2026</b>			
	<b>Single</b>	<b>Employee +1</b>	<b>Family</b>
<b>High*</b>	\$621.58	\$966.64	\$1,548.73
<b>Value</b>	\$855.44	\$1,330.33	\$2,131.42
<b>HSA Plan</b>	\$686.97	\$1,376.88	\$2,204.34

\*The High Plan is no longer available for new enrollment. All existing members on the High Plan will continue to receive the district contribution to the High Plan health insurance as indicated in the table above.

The parties agree with the above conditions as evidenced by their signatures below.

Minnesota Teamsters Public and Law Enforcement Employees Local #320:

Signed by:  
*David Bakke*

750C0557EABD4FB...  
David Bakke - Union Steward

DocuSigned by:  
*Mark Barnes*

EAB6B8ECE80F40F...  
Mark Barnes - Union Steward

Signed by:  
*Jeffrey Oakland*

773282464B8140B...  
Jeffrey Oakland - Union Steward

Signed by:  
*Josie Loaker*

1D8D35E0F276495...  
Local #320 Representative

5/26/2026  
Date

Osseo Area Schools, ISD 279:

Signed by:  
*Marshall Thompson*

3E4BF19444C84ED...  
Director of Human Resources

5/26/2026  
Date