

MEMORANDUM OF UNDERSTANDING

Cambridge-Isanti School District 911 and Education Minnesota Cambridge-Isanti, Local 7040.

This agreement is entered into between Cambridge-Isanti Schools, Independent School District 911 (henceforth referred to as "The District") and Education Minnesota Cambridge-Isanti (henceforth referred to as "The Union") on this 21st day of May, 2026.

WHEREAS, the Union and the District continue to explore ways to work cooperatively and collaboratively to benefit the teachers of the District; and

WHEREAS, the Union and the District recognize that the Union President plays a vital role in expanding the cooperation and collaboration both organizations seek; and

WHEREAS, the Union and the District recognize that conducting the duties of the Union President is a time-consuming endeavor.

THEREFORE, the Union and the District agree to the following:

1. For the 2026-2027 school year, a Union Co-President will be entitled to a minimum of .067 FTE (or the equivalent of .5 of a class period) release time without loss of pay, benefits, retirement pay, or seniority in order to conduct the duties as Co-President.
2. The Union will reimburse the District \$6,038.64 for the 2026-2027 school year for the Co-President's release time.
3. The reimbursement amount will be equivalent to .067 FTE based on the salary and benefits of the 2025-2027 contract.
4. The decision by the Union and the Union Co-President to take release time to conduct the duties of president is voluntary on the part of the Union and the Union Co-President.
5. Should the Union Co-President decide not to pursue continued release time beyond the 2026-2027 school year, they will be returned to the position, with no loss of FTE, which they vacated while conducting duties as president.

This Memorandum of Understanding will expire June 30, 2027. Thereafter, unless the Union and the District agree to renew this Memorandum of Understanding, the contract provisions regarding the Union business will govern.

By signing below, each party specifically acknowledges that it has read this Agreement and that it understands and voluntarily agrees to be legally bound by all terms of this Agreement.

_____	_____	_____	_____
Kate Bickford, EMC-I Co-President	Date	Heidi Sprandel, School Board Chair	Date

_____	_____	_____	_____
Lucas Nelson, EMC-I Co-President	Date	Mark Solberg, School Board Clerk	Date