

MEMORANDUM AGREEMENT
Basic Rates of Pay and Insurance Benefits

This Memorandum of Understanding is entered into between Independent School District No. 2687, Howard Lake-Waverly-Winsted Public Schools (hereinafter "School District") and Howard Lake-Waverly-Winsted Principals' Association (hereinafter "Association").

WHEREAS, the School District and the Association are parties to an agreed upon Master Agreement, effective July 1, 2024 through June 30, 2026, this memorandum is confirmation that both parties agree to modify language which outlines the Rates of Pay (Article VI, Section 1, Rate B) and Insurance Benefits (Article VII, Section 1, Subd. 1 & Subd. 3).

Section 1. 2025-2026 Salary Rate:

Rate B: Basic Rates of Pay

Elementary Principal, Jennifer Olson 2025-26 school year
(July 1, 2025 to June 30, 2026) shall be:

\$146,374

Middle School Principal, Jim Schimelpfenig 2025-26 school year
(July 1, 2025 to June 30, 2026) shall be:

\$146,374

High School Principal, Stephanie Kuehn 2025-26 school year
(July 1, 2025 to June 30, 2026) shall be:

\$145,645

Section 2. 2025-2026 Insurance Benefits

Subd. 1: Each full-time principal will be allocated **\$3,321** in **2025-2026** for use in purchasing district offered health and or/dental insurance. Said allocation will commence on **July 1, 2025** and will be made to the employee's account at the beginning of each month during which the employee is entitled to full salary from the district.

Subd. 2: If an employee elects not to purchase insurance under section 2, subd. 1, the employee forfeits insurance allocation and will not be compensated in any other way.

Section 3. Entire Agreement: This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements.

Section 4. No Precedent: This agreement does not set any precedent for any future contracts, or for the ability to open the contract. The agreement shall sunset at the end of the 2025-2026 school year.

WITNESS THEREOF, the parties have executed this Agreement as follows:

For Howard Lake-Waverly-Winsted:

For School District #2687:

Principal Negotiator

Board of Education Chair

Principal Negotiator

Board of Education Negotiator

Principal Negotiator

Superintendent of Schools

Date

Date