

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 March 19th, 2026

WHEREAS, the District and the Union are parties to a collective bargaining agreement governing wages, hours, and terms and conditions of employment; and

WHEREAS, the Speech Head Coach position is currently placed on Lane C of the co-curricular salary schedule B; and

WHEREAS, the District and the Union have discussed and mutually agree that the Speech Head Coach position should be reassigned to Lane A of the co-curricular salary schedule B; and

WHEREAS, this reassignment results in an increase in compensation for the position; and

WHEREAS, any increase in salary requires approval by the Cambridge-Isanti School Board;

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

1. Effective upon School Board approval, the Speech Head Coach position shall be moved from **Lane C to Lane A** on the co-curricular salary schedule.
2. Compensation for the position shall be adjusted consistent with the salary amount assigned to Lane A under the current master agreement.
3. All other provisions of the collective bargaining agreement shall remain in full force and effect.
4. This MOU is non-precedent setting and applies only to the Speech Head Coach position unless otherwise mutually agreed in writing.
5. This MOU shall become effective upon signature by both parties and approval by the School Board and shall remain in effect for the duration of the current collective bargaining agreement unless otherwise modified by mutual agreement.

Lucas Nelson, EMC-I Co-President

Date

Heidi Sprandel, School Board Chair

Date

Kate Bickford, EMC-I Co-President

Date

Mark Solberg, School Board Clerk

Date