

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279**

AND

**REGISTERED NURSES & LICENSED PRACTICAL NURSES
EDUCATION MINNESOTA - OSSEO**

TOPIC: Personal Leave Carry Over Limit

EFFECTIVE DATE: July 1, 2021 through June 30, 2024

PURPOSE: The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD (“District”) and Registered Nurses & Licensed Practical Nurses Education Minnesota – Osseo as it relates to Article VIII, Section 4.

CONDITIONS: The parties acknowledge and agree that Registered Nurses & Licensed Practical Nurses employees who accrue personal leave time and were employed during the 2019-2020 and/or 2020-2021 school years, may have lost the ability to use this time in the 2019-2020 and/or 2020-2021 school years. This loss is due to the COVID-19 Pandemic, school closures, distance and/or hybrid learning, and the work necessary to continue the education of students. Therefore, the parties agree to the following:

1. The following language applies only to those employees who, at the end of the 2020-2021 school year, have an accumulated balance of five (5) or six (6) personal leave days:
 - a. Employees will be permitted to accumulate one (1) additional personal leave day for the 2021-2022 school year for a total maximum accrual of seven (7) days.
 - b. Maximum personal leave balance on July 1, 2022 and July 1, 2023 will not exceed seven (7) days.
 - c. Employees will have until June 30, 2024 to use the additional accrued personal leave days. Any personal leave days over four (4) as of June 30, 2024 will be forfeited.
 - d. All other language of the collective bargaining agreement will apply regarding personal leave days.
2. Normally days off requested at the beginning or the end of the school year or on district identified high use days will not be granted. Employees and supervisors can mutually agree to allow time off to be taken during high use days for employees.
3. This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the grievance process in the collective bargaining agreement.

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

Registered Nurses & Licensed Practical Nurses
Education Minnesota - Osseo

Osseo Area Schools, ISD 279:

DocuSigned by:
KELLY WILSON
E386D69AE85D42A...

President
6/7/2021

Date

DocuSigned by:
Joel Milner
A2391EF826ED46A...

Director, Human Resources
6/7/2021

Date