

Personal Leave Conversion to Health Reimbursement Account

EFFECTIVE DATE: July 1, 2021, to June 30, 2024; revised April 3, 2023.

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (hereinafter “District”), and Education Minnesota – OSSEO (hereinafter “Union”).

PURPOSE:

The purpose of this MOU is to outline the agreement between the District and the Union regarding a teacher’s monetary conversion of accumulated personal leave to the teacher’s Health Reimbursement Account (HRA) during the time period specified by this MOU.

The District and the Union agree to the following:

1. During the pandemic, and due to the Personal Leave Day Carryover MOU, teachers have accumulated a significant number of personal leave days that must be used by June 30, 2024.
2. There is a mutual interest in keeping teachers in classrooms supporting scholars.
3. 2021-2022 Retirees: During the 2021-2022 school year for teachers completing the school year and retiring from the district in June of 2022, the district will convert any accumulated personal leave days, above two (2) days into the teacher’s HRA at a rate of \$225/day converted. See the table below for examples:

Teacher Type	Accumulated Days	Eligibility?	Number Converted
Non-PEHCA	6	Yes	4
Non-PEHCA	5	Yes	3
Non-PEHCA	4	Yes	2
Non-PEHCA	3	Yes	1
PEHCA	4	Yes	2
PEHCA	3	Yes	1

4. 2022-2023 Retirees: For teachers completing the school year and retiring from the district in June of 2023, the district will convert any accumulated personal leave days, above two

(2) days into the teacher's HRA at a rate of \$225/day converted. See the table below for examples:

Teacher Type	Accumulated Days	Eligibility?	Number Converted
Non-PEHCA	6	Yes	4
Non-PEHCA	5	Yes	3
Non-PEHCA	4	Yes	2
Non-PEHCA	3	Yes	1
PEHCA	4	Yes	2
PEHCA	3	Yes	1

5. During the 2022-2023 school year, the district will convert any accumulated personal leave days for teachers, above five (5) days, into the teacher's HRA at a rate of \$225/day converted. See the table below for examples:

Teacher Type	Accumulated Days	Eligibility?	Number Converted	Next Year Accumulation	New Balance
Non-PEHCA	8	Yes	3	1	6
Non-PEHCA	7	Yes	2	1	6
Non-PEHCA	6	Yes	1	1	6
Non-PEHCA	5	No	0	1	6
PEHCA	11	Yes	6	2	7
PEHCA	10	Yes	5	2	7
PEHCA	9	Yes	4	2	7
PEHCA	8	Yes	3	2	7
PEHCA	7	Yes	2	2	7
PEHCA	6	Yes	1	2	7
PEHCA	5	No	0	2	7

6. During the 2023-2024 school year, the district will convert any accumulated personal leave days for teachers, above four (4) days, for the non-PEHCA group and above three (3) days for those in the PECHA group, into the teacher's HRA at a rate of \$225/day converted. See the table below for examples:

Teacher Type	Accumulated Days	Eligibility?	Number Converted	New Balance
Non-PEHCA	6	Yes	2	4
Non-PEHCA	5	Yes	1	4
PEHCA	7	Yes	4	3

PEHCA	6	Yes	3	3
PEHCA	5	Yes	2	3
PEHCA	4	Yes	1	3

The Personal Leave Day Carryover MOU still applies for the 2023-2024 school year. This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the grievance process as described in the collective bargaining agreement.

Education Minnesota – OSSEO

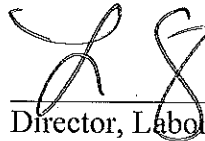


President

4/4/2023

Date

Osseo Area Schools, ISD 279



Director, Labor Relations

4/4/2023

Date