

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

AND

EDUCATION MINNESOTA – OSSEO**

TOPIC: Teacher Collaboration Time

EFFECTIVE DATE: July 1, 2023 to June 30, 2025

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

PURPOSE:

The purpose of this MOU is to outline the agreement between the District and the Union regarding teacher collaboration time for the 2023-2024 and 2024-2025 school years. The following language will temporarily replace the current contract language found in Article XI, Section 6 of the collective bargaining agreement as the parties assess the success of the plan outlined below.

The District and the Union agree to the following:

1. Teacher collaboration and planning time is an essential component in a teacher’s ability to plan and prepare instruction for scholars.
2. Teachers will be provided with the following collaboration and planning time:
 - a. Three (3) eight (8) hour instructional planning days
 - i. Eight (8) hours of collaboration time during workshop week
 - ii. Two (2) eight (8) hour days during the school year as designated by the School Board.
 - iii. On the two (2) asynchronous learning days, staff will be required to have asynchronous lessons in the system for students by 9am.
 - iv. On the two (2) asynchronous learning days, staff will be required to schedule and communicate to students and families two (2) hours of time on each day where the teacher will be available for student support and questions
 - b. Three (3) hours of collaboration time (1 hour on each of the three (3) staff development days)
 - i. System time will be reduced by 30 minutes; and

- ii. Building time will be reduced by 30 minutes to accommodate this time
- 3. **Attendance:** Teachers will be required to complete all collaboration time on a District 279 site inclusive of the Education Minnesota – OSSEO office. Any teacher seeking an exception must submit the rationale for being off-site through a request to hr@district279.org at least one week in advance, however, a minimum of 2 hours must be completed on-site.
 - a. Teacher attendance may be tracked for all collaboration time by site supervisors.

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.

Education Minnesota – OSSEO

DocuSigned by:
Temesha Burroughs
C14A82308BF2457...

President

1/3/2024

Date

Osseo Area Schools, ISD 279

DocuSigned by:
Lisa Chang
BA974B5406974AE...

Executive Director Human Resources

1/3/2024

Date