

MEMORANDUM OF UNDERSTANDING
between
OSSEO AREA SCHOOLS, ISD 279
and
EDUCATION MINNESOTA – OSSEO ESP

EFFECTIVE DATE: January 1, 2024 through June 30, 2024

TOPIC: PELSB Short Call Substitute Pilot program and ESP short-call substitute teaching

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279, and Education Minnesota – OSSEO Educational Support Professionals, relating to the PELSB Short Call Substitute Pilot program and ESP short-call substitute teaching.

CONDITIONS:

WHEREAS, the Minnesota Legislature passed a law allowing experienced ESPs to become licensed as short-call substitute teachers on a pilot basis, and

WHEREAS, the District and the Union have negotiated terms and conditions of employment for the covered employees which are contained in the Collective Bargaining Agreement (CBA); and


WHEREAS, the District and Union wish to provide for the terms and conditions of employment for those accepting short-call substitute assignments at their primary sites or unless approved by supervisor for other site assignments.

NOW, THEREFORE, IT IS HEREBY AGREED by the District and the Union as follows:

1. Any ESPs who are appropriately licensed and agree to be assigned short-call substitute work may do so while also retaining all rights, seniority, and benefits that they have accrued or possess in the bargaining unit. Dues for members will continue to be withdrawn during any period of casual substitute teaching work.
2. The District cannot and will not require any individual ESP to apply for a short-call substitute license or retaliate against an employee who is unwilling to apply.
3. Time spent as a short-call substitute teacher will count towards any and all accrual of benefits as an ESP, including but not limited to leave, seniority and pay.
4. In the event that an ESP agrees to substitute, and the District finds another substitute after the assignment has begun, the District may return the ESP to their original position.
5. ESPs working as short-call substitutes under the pilot program or current short-call license program in the district will be compensated \$200 per day or their current pay rate, whichever is greater.
6. On days when the ESP is assigned as a short-call substitute teacher, the ESPs who are then required to cover for the subbing ESP will be compensated their regular current pay rate.
7. No ESP licensed under the pilot project will be assigned to this work until they have received the required substitute teacher training. Such training will be provided above up to 8 hours and compensated at the ESP hourly rate.

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

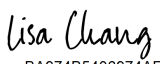
Education Minnesota – OSSEO
Educational Support Professionals

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President
1/29/2024

Date

Osseo Area Schools, ISD 279

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Director, Labor Relations
1/31/2024

Date