

Professional Development and Training for District-defined High Needs Schools

EFFECTIVE DATES: **July 1, 2021 – June 30, 2024 (revised October 2024)**

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, Local 1212, Education Minnesota, American Federation of Teachers, National Education Association, AFL CIO (“Union”), relating to professional development and training for teachers in District-defined high needs schools.

PURPOSE: The purpose of this MOU is to provide a framework for the provision of paid duty days for professional development and training for teachers in District-defined high needs schools.

The District and the Union agree to the following:

- High needs schools are defined for the purposes of this MOU based on the following criteria: Less than 40% proficient on MCA tests and at least 20% of teachers .8 FTE or greater are probationary.
- For the effective dates of this MOU, the schools that meet the criteria are:
 - Crest View Elementary
 - North View Middle School
 - Garden City Elementary
 - Zanewood Community School
 - Park Center IB World School
- A new school list will be established every October and effective the following July 1.
- Members of the teachers’ unit at the above-mentioned schools will be provided up to a maximum of three (3) paid duty days for preparation and/or professional development.
- Preparation and/or professional development days could be days off during student contact time or they could be converted into dollars (up to \$200.00 per day) to pay for professional development.
- Teachers will be required to complete professional development and training on a District 279 site inclusive of the Education Minnesota – Osseo office.
- A request form will be developed collaboratively between Human Resources and EM-O. The form will require supervisor approval and will be submitted to Human Resources. Human Resources will be the repository of the forms to allow for review of how time is being used, and the academic impact of the MOU.
- Teachers may attend professional development/complete preparation work preferably on Tuesday, Wednesday or Thursday. Exceptions may be allowed for attendance at professional development trainings on Monday and Friday, based on request. Requests will not be granted on district-defined high absence use days.
- The impact of this MOU will be studied after two years.
- Communication to site leaders and teachers will be prepared collaboratively between Human Resources and EM-O to solidify the process.

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

Education Minnesota – OSSEO

Signed by:

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President

Osseo Area Schools, ISD 279

DocuSigned by:

BA974B5406974AE...

Director, Labor Relations

10/24/2024

Date

10/31/2024

Date