

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO**

TOPIC: e-Learning Plan

EFFECTIVE DATE: July 1, 2024 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 the e-Learning Plan on school closure days due to inclement weather during the 2024-2025 school year.

The District and the Union agree to the following:

1. The District can implement an e-Learning day after consulting with the exclusive representative of the teachers.
2. The District must notify parents and students of the possibility around e-Learning days at the beginning of the school year.
3. In the event an e-Learning day is declared by the District, the District must notify parents, students and staff, at least two hours prior to the beginning of the school day.
4. Pre-K-12 teachers will post asynchronous lessons in Schoology in grades 6-12 or SeeSaw grades PreK-5 within two hours of the normal school start time on an e-Learning day. The lesson must include a task for students to complete. The lesson, including the task, should take a student no longer than a typical class period or class time to complete.
5. PreK-12 teachers must be accessible both online and by telephone through Google Meets or the District’s online meeting platform, for a minimum of two hours as determined by the teacher, between 9:00 am and 3:00 pm. The District will provide training and assistance to teachers who need additional technology support on an e-Learning day.
6. ABE teachers will provide synchronous instruction for at least 50% of their regular class time using Google Meet or the District’s online meeting platform each e-Learning day.

E-Learning class sessions should start at the same time as regular class sessions. The remaining 50% of the class instruction time can be provided via a combination of lessons, through the use of approved Distance Learning platforms.

7. Teachers will work with individual students and families on accommodations for students with disabilities and/or without internet access at home.
8. Teachers will take attendance during the e-Learning day.
9. Teachers who are able to complete the duties of e-Learning days and provide evidence of that work on previously scheduled sick or personal leave days, may work with their HR Business Partner to reverse the submitted absence.
10. 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

Signed by:

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President

12/12/2024

Date

Osseo Area Schools, ISD 279

DocuSigned by:

-BA974B5406974AE...

Director, Labor Relations

12/12/2024

Date