

**MEMORANDUM OF UNDERSTANDING BETWEEN  
OSSEO AREA SCHOOLS, ISD 279  
AND  
OSSEO SCHOOL NUTRITION ASSOCIATION**

Topic: Inclement Weather, Emergency School Closing Pay

Effective Dates: July 1, 2024 – June 30, 2025

Purpose: The purpose of this MOU is to clarify compensation for employees who have already arrived at, or are in route to, their work site when the district calls an emergency school closing due to inclement weather.

Conditions:

The School District will make every effort to communicate a decision to cancel school by 5:30 a.m. the morning of. In the event that an employee is in route to school, or already at school, prior to the district declaring an emergency school closing due to inclement weather, said employee will be credited 2 hours in addition to their regularly scheduled hours. Should these hours exceed 40 hours in a week, the employee will be paid overtime pay.

In order to be eligible for the 2 hours of additional pay, the employee's schedule shift start time must be 6:30 a.m. or earlier. If an employee's scheduled shift start time is after 6:30 they don't qualify unless previously approved by management from the Nutrition office.

It is the employee's responsibility to check text messages, voicemails, and/or emails from the District in regards to emergency school closings, especially when there is a possibility of a due to predicted weather conditions.

Signed by:  
  
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School Nutrition Association President,  
Rachel Hibbler

DocuSigned by:  
  
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Director, Human Resources

1/6/2025  
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