

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
MINNESOTA TEAMSTERS PUBLIC AND LAW ENFORCEMENT EMPLOYEES
UNION LOCAL #320**

TOPIC: Summer Shift Differentials

EFFECTIVE DATES: upon signing

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD (“District”) and Minnesota Teamsters Public and Law Enforcement Employees Union Local #320 (“Custodians”) clarifying the payment of summer shift differentials.

PURPOSE:

The purpose of this MOU is to clarify the payment of summer shift differentials.

CONDITIONS:

The District and Custodians agree that custodians are not expected to work second and third shift during the summer and therefore, without prior approval, will not receive shift differential pay, pursuant to Article 8, Section 1, Subd 8 Shift Differential.

The parties agree with the above conditions as evidenced by their signatures below. The parties agree this is non-precedent setting.

Minnesota Teamsters Public and
Law Enforcement Employees
Local #320:

Signed by:
David Bakke

David Bakke - Union Steward

Signed by:
Mark Barnes

Mark Barnes - Union Steward

Signed by:
Jeffrey Oakland

Jeffrey Oakland - Union Steward

Signed by:
Josh Loahr

Local #320 Representative

2/21/2025

Date

Osseo Area Schools, ISD 279:

DocuSigned by:
Lisa Chang

Director of Human Resources

2/20/2025

Date