

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

EFFECTIVE DATE: upon signing through June 30, 2026

TOPIC: ESP's displaced due to programs moving or reconfiguring, or the repurposing of a school

PURPOSE:

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 displacement of ESP's due to programs moving or reconfiguring, or the repurposing of a school.

The purpose of this MOU is to address those ESPs who will be displaced due to their current system moving, the repurposing of a school, and/or programs reconfiguring. These employees will have rights to a position in the following ways:

1. Mutually Agreed Transfers

- Those employees who will be displaced due to their current program moving will:
 - Have the opportunity to move with the program to another school in the same position; or
 - Choose not to move with the program to another school. If the ESP chooses not to move with the program, they will be provided a list of open positions during staffing and can select up to 3 positions in their current classification that they desire. The District will move them into one of these positions.
- Those employees who will be displaced due to the repurposing of a school & reconfiguration of a program will:
 - Be provided a list of open positions during staffing. The employee may select up to 3 positions in their current classification that they desire and the District will move them into a position.

ESPs not selecting any of the options provided may be placed on a waiting list for up to one year (provided they give the district a position that they desire). If the desired position opens, they

will be recalled back to that position without a loss of step in pay. If the ESP declines the position, they will be removed from the recall list.

This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the Meet & Confer process or grievance process in the collective bargaining agreement. Should any conflicts occur, the contract language will prevail.

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

Education Minnesota – OSSEO
Educational Support Professionals

DocuSigned by:

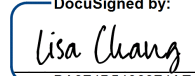
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President

3/14/2025

Date

Osseo Area Schools, ISD 279

DocuSigned by:

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Director, Labor Relations

3/10/2025

Date