

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279**

AND

**EDUCATION MINNESOTA – OSSEO
LOCAL 1212
EDUCATION MINNESOTA
AMERICAN FEDERATION OF TEACHERS
NATIONAL EDUCATION ASSOCIATION
AFL – CIO**

TOPIC: ABE Teacher Attendance when participating in approved District-sponsored activities

EFFECTIVE DATE: March 19, 2015

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 Article IX, section 12.

PURPOSE:

The purpose of this MOU is to provide a framework for allowing employees to attend approved District-sponsored activities during ABE work time.

AGREEMENT:

1. The District and Education Minnesota – OSSEO mutually agree that an ABE employee, who is participating in a district sponsored event, may be absent from their ABE assignment without pay in order to attend that district sponsored event.
2. The District and Education Minnesota – OSSEO mutually agree that the ABE employee must discuss the absence(s) with his/her supervisor and obtain prior approval to be absent from work to be involved in the district sponsored event.
3. The District and Education Minnesota – OSSEO mutually agree that the absence will not constitute a short-term leave of absence.

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

Education Minnesota – OSSEO

Osseo Area Schools, ISD 279



President



Director, Labor Relations

3/20/15

Date

3/20/15

Date