

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – REGISTERED NURSES AND LICENSED PRACTICAL
NURSES**

EFFECTIVE DATE: Upon signing through June 30, 2026

TOPIC: Progressive Discipline

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279, and Education Minnesota – Registered Nurses and Licensed Practical Nurses (RN/LPN), relating to Article 5 – Employee Rights, Section 13 – Progressive Discipline.

PURPOSE: The purpose of this MOU is to clarify contract language relating to progressive discipline.

CONDITIONS: The District and Education Minnesota – RN/LPNs agree to the following:

Section 13. Progressive Discipline: The school district recognizes the concept of progressive discipline consisting of:

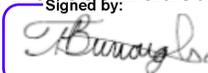
1. Letter of Expectation (non-disciplinary)
2. Notice of Deficiency
3. Suspension without pay
4. Discharge

Notwithstanding this concept, the school district reserves, in its sole discretion, to impose discipline at any level.

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.

Registered Nurses & Licensed Practical
Nurses Education Minnesota - Osseo

Signed by:

C11A82308BF2457...
President

5/2/2025
Date

Osseo Area Schools, ISD 279:

DocuSigned by:

BA974B5406974AE...
Director, Human Resources

5/2/2025
Date