

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
&
EDUCATION MINNESOTA – OSSEO**

TOPIC: Emergency School Closing

EFFECTIVE DATE: upon signing

Education Minnesota-OSSEO and the School District agree that in the event school starts late or is closed early due to inclement weather or other emergency situations, employees on the Teacher's contract will be paid for their normal work assignment for that day. On such days, the work assignment will be determined by the immediate supervisor.

In the event school is cancelled due to inclement weather or other emergency situations, employees on the Teacher's contract will be paid for up to three (3) days, per school year, for their normal work assignment. This provision will apply for full days only when school has been cancelled prior to the opening of the normal school day.

The superintendent reserves the right to require that employees report to work for any school closing. Employees will receive their normal compensation for that day and no additional compensation.

In the event an employee used sick time or personal time on a day that coincides with a school closing day, the employee will NOT be charged for that day if the employee reports to work the very next duty day. Human Resources will automatically credit the sick time or personal time back to the employee.

In the event an employee was scheduled to receive a salary deduction, the employee will NOT receive a deduction provided the employee reports to work the very next duty day. If a salary deduction occurs, the district will refund the deduction on the next available pay period.

In the event an employee was scheduled to take 2 or more consecutive sick time, personal time or salary deduction days and one of those connected days falls on the emergency school closing day, the employee will be charged for the day(s) (and if applicable, salary deduction(s)).

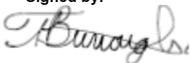
This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the Meet & Confer process or grievance process in the collective bargaining agreement.

By signing below, the parties agree to the terms of this MOU:

Education Minnesota – OSSEO

Osseo Area Schools, ISD 279

Signed by:



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President

DocuSigned by:



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Director, Labor Relations

5/16/2025

Date

5/16/2025

Date