

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

Topic: Use of Agency Nurses

Effective Date: Upon Signing

Purpose: Due to current staffing conditions, the purpose of this MOU is to authorize Osseo Area Schools, ISD 279 to assign work typically performed by bargaining unit employees to contracted Agency personnel.

1. The School District shall not assign duties typically performed by bargaining unit employees to an agency employee except under the following circumstances:
  - a. If a bargaining unit employee vacates their position during the school year, creating a vacancy, the District may temporarily fill the position with an agency nurse, provided that the position is concurrently posted.
  - b. If a position becomes available during the staffing process for the upcoming school year, the District must leave the position vacant for a minimum of sixty (60) working days following its official posting before filling it with an agency nurse.
  - c. If a student has home nursing services and requires 1-1 nursing at school, the District will maintain utilizing the nursing services for continuity of care. The position(s) for these services will not be posted for bargaining unit employees.
2. The School District must keep all open bargaining unit positions posted until filled by a member of the bargaining unit.
3. Agency employees who become School District employees must receive all rights and benefits of the Agreement as of the date of their hire by the School District.
4. Agency employees must be released during the staffing process for the following school year.

This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be discussed initially in the Meet & Confer process, and through grievance process in Article 15 if the parties do not reach resolution in Meet & Confer.

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

Registered Nurses & Licensed Practical  
Nurses Education Minnesota - Osseo

Osseo Area Schools, ISD 279:

Signed by:  
  
C11A82308BF2457...  
 President

DocuSigned by:  
  
BA974B5406974AE...  
 Director, Human Resources

7/9/2025  
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 Date

7/9/2025  
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 Date