

MEMORANDUM OF UNDERSTANDING
between
OSSEO AREA SCHOOLS, ISD 279
and
SALARIED PROFESSIONALS

DATE: July 1, 2025

TOPIC: Salary Ranges of Salaried Professionals

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (the District), and Salaried Professionals, relating to the salary ranges in Article 5 Compensation and Conditions, Section 1 Compensation in the 2023-2025 contract.

PURPOSE:

The purpose of this MOU is to revise the salary ranges within the 2023-2025 Salaried Professionals contract.

CONDITIONS:

The District and Salaried Professionals agree to the following:

1. Following an independent compensation and classification study, a new proposed pay plan was developed for nine contract groups. The pay plan includes the Salaried Professionals classifications listed in Article 5, Section 1, of the contract.
2. These salary ranges are effective on July 1, 2025.
3. The minimum to midpoint of each pay grade will serve as a guide for the hiring range. Initial placement will be determined based on education, experience, internal equity and/or whether the position is hard-to-fill.
4. If an employee reaches the New Maximum salary, any negotiated Salary Enhancements will be paid as a stipend and will not affect base salary.
5. An equity review will occur during the 25-26 school year.

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

Salaried Professionals

Signed by:

430C3463D45F40C...
Representative

7/15/2025

Date

Osseo Area Schools, ISD 279

DocuSigned by:

BA974B5406974AE...
Director, Labor Relations

7/15/2025

Date

Title	Workdays	New Pay Grade	New Minimum/Midpoint/Maximum Effective 7-1-2025
Data and Assessment Coordinator	260/261	116	\$103,680 / \$127,008 / \$150,336
Network Administrator	260/261	111	\$76,568 / \$95,232 / \$113,896
Data Integration Developer	260/261	112	\$81,354 / \$101,184 / \$121,014
Data and Assessment Analyst	260/261	110	\$72,064 / \$89,630 / \$107,196
Building Automation Specialist	260/261	109	\$67,825 / \$84,358 / \$100,890
Recruitment & Retention Partner	260/261	110	\$72,064 / \$89,630 / \$107,196
Security and Emergency Management Specialist	260/261	110	\$72,064 / \$89,630 / \$107,196
Health and Safety Specialist	260/261	110	\$72,064 / \$89,630 / \$107,196
Marketing Outreach Specialist	260-261	108	\$63,836 / \$79,396 / \$94,955
Communications Specialist	260/261	108	\$63,836 / \$79,396 / \$94,955
Human Resources Business Partner	260/261	110	\$72,064 / \$89,630 / \$107,196
Payroll Analyst	260/261	110	\$72,064 / \$89,630 / \$107,196
Worker’s Compensation and Disability Analyst	260/261	109	\$67,825 / \$84,358 / \$100,890
Administrative Assistant to the Superintendent and School Board	260/261	110	\$72,064 / \$89,630 / \$107,196
Nutrition Services Equipment Repair Specialist	260/261	108	\$63,836 / \$79,396 / \$94,955
Human Resources Project Specialist	260/261	110	\$72,064 / \$89,630 / \$107,196
Talent Acquisition Specialist	260/261	110	\$72,064 / \$89,630 / \$107,196
Multilingual Community & Communication Specialist	220	109	\$57,171 / \$71,106 / \$85,042
Equity Specialist	186	110	\$51,356 / \$63,874 / \$76,392
Community Liaison	186	109	\$48,335 / \$60,117 / \$71,899

Salary ranges will be benchmarked again in 2028. Hard-to-fill positions will be benchmarked more often. The maximum represents growth and subject matter expertise in the position/job class.

Hiring range (posted) will be minimum - midpoint. Exceptions to the hiring range will be made if justified by data demonstrating the position is hard-to-fill.