

**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: Registered Nurse (RN) Float Position

EFFECTIVE DATE: July 1, 2024

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, (“Union”), relating to the creation of the Registered Nurse (RN) Float positions. These positions will become a part of the Collective Bargaining Agreement for Registered Nurses and Licensed Practical Nurses.

**Section 1. Purpose:** During 2024 - 2026 contract negotiations, an interest was identified to create a new position(s) that would be titled: “RN Float.” Individuals serving as an RN Float will be assigned on a daily basis based on the needs of the district. The objective of creating such a position shall be aligned with the School District’s mission, core values and strategic objectives.

**Section 2. Conditions:** The following conditions shall apply to the RN Float position:

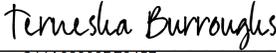
1. The maximum number of duty days for individual(s) in this position will be 177 days per year (172 student contact days + 5 flex days to assist with beginning/ending school year tasks). The RN Float position will provide services across various schools within the district at the discretion of their supervisor.
2. New personnel will be assigned and placed on the wage scale at the discretion of Human Resources.
3. Float Nurses are members of the bargaining unit and are subject to and have all rights and benefits as outlined in the terms and conditions within the RN/LPN contract.
4. The RN Float position is based on the staffing needs of the District and may be terminated at the end of the school year. The RN Float will have an assignment for the

entire school year and can only be terminated for just cause. The RN Float will not be let go from the position mid-year to create an opening for another employee.

5. A RN Float is eligible for the district new hire incentive so long as they meet all the requirements outlined in the RN/LPN contract.
6. Individual(s) serving in this position must have a current RN license.
7. A RN Float will be required to work 37.5 hours per week.

**Section 3. Effect:** The parties agree that there shall be no requirement that an agreement be reached on any terms and conditions of employment related to any newly created position resulting from this MOU.

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

Signed by:  
  
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President, Education Minnesota-OSSEO

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Director, Labor Relations

7/23/2025  
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Date

7/23/2025  
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