

MEMORANDUM OF UNDERSTANDING
between
OSSEO AREA SCHOOLS, ISD 279
and
SCHOOL EXECUTIVES ASSOCIATION

DATE: July 1, 2025

TOPIC: Salary Ranges of School Executives Association

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (the District), and School Executives Association, relating to the salary ranges in Article VI Compensation and Conditions, Section 1 Compensation, Subdivision 1 Salary Ranges in the 2023-2025 contract.

PURPOSE:

The purpose of this MOU is to revise the salary ranges within the 2023-2025 School Executives Association contract.

CONDITIONS:

The District and School Executives Association 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 School Executives Association classifications listed in Article VI, Section 1, Subdivision 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.

School Executives Association

Osseo Area Schools, ISD 279

DocuSigned by:

 21839DF46E0343C...
 Representative

DocuSigned by:

 BA974B5406974AE...
 Director, Labor Relations

7/23/2025

 Date

7/23/2025

 Date

Title	Workdays	New Pay Grade	New Minimum/Midpoint/Maximum Effective 7-1-2025
Assistant Superintendents*	260/261	127	\$206,677 / \$237,679 / \$268,680
Executive Directors of Finance and Operations and Human Resources	260/261	126	\$194,520 / \$223,698 / \$252,876
Executive Directors of Technology, Community Relations, and Community Engagement	260/261	126	\$194,520 / \$223,698 / \$252,876

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.