

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
OSSEO ADMINISTRATIVE PROFESSIONALS**

TOPIC: Probation and Permanent Status

EFFECTIVE DATES: July 1, 2025

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, Osseo Administrative Professionals (“Union”), relating to Article 5, Section 10 – Probation and Permanent Status.

PURPOSE:

The District and Education Minnesota, OSSEO, Osseo Administrative Professionals met in a Labor Management Committee (LMC) to continue discussions on Article 5, Section 10 – Probation and Permanent Status in the current collective bargaining agreement effective July 1, 2024 – June 30, 2026. The District and Union agree to the following wording:

Section 10. Probation and Permanent Status: New OAPs will be considered probationary until June 30th, provided they have worked 90 days between their hire date and June 30th of the school year they were hired in. If the 90-day requirement is not met, the probationary period will be extended through December 31st of the next school year. Working days shall include days actually worked, vacation, sick leave, paid holidays, and personal leave. During their probationary period they shall have no seniority privileges and may be transferred, discharged, or laid off. Upon completion of the probationary period an employee will establish regular employee status unless otherwise notified in writing by the employer prior to the end of the probationary period.

An employee awarded a position in a higher classification will serve a transfer probation period of at least 45 working days in the new position. Working days shall include days actually worked, vacation, sick leave, paid holidays, and personal leave. If the employer determines that the employee’s performance in the new position is unsatisfactory, the employee’s probationary period shall end, and the employee shall not displace any other employee in the District. The employee will be placed on a recall list pursuant to Article 5, Section 12, Subd. 2, and will be placed into an opening at or lower than the employee’s position held prior to working in the higher classification.

Probationary employees will be evaluated by their immediate supervisor.

This MOU shall set no precedent between the parties. All other provisions of the collective bargaining agreement apply. Any conflicts regarding this agreement will be handled through the grievance process in the collective bargaining agreement.

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

Education Minnesota- Osseo
Osseo Administrative Professionals

Signed by:
Staci Jones

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OAP Representative

7/17/2025

Date

Osseo Area Schools, ISD 279:

DocuSigned by:
Lisa Chang

BA974B5406974AE...
Director of Human Resources

7/24/2025

Date