

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
OSSEO AREA SCHOOLS, ISD 279  
AND  
MINNESOTA TEAMSTERS PUBLIC AND LAW ENFORCEMENT EMPLOYEES  
UNION LOCAL #320**

TOPIC: Job Title Re-classification

EFFECTIVE DATES: upon signing

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD (“District”) and Minnesota Teamsters Public and Law Enforcement Employees Union Local #320 (“Custodians”) relating to job titles within Article 8, Section 1, Subd. 3a of the 2024 – 2026 Terms and Conditions of Employment.

PURPOSE:

The purpose of this MOU is to add one job title within Article 8, Section 1, Subd. 3a.

CONDITIONS:

The District and Custodians agree to the following:

1. The position of Lead Ice Arena Person/Grounds Person will be added under classification 6 within Article 8, Section 1, Subd. 3a.

The parties agree with the above conditions as evidenced by their signatures below. The parties agree this is non-precedent setting.

Minnesota Teamsters Public and  
Law Enforcement Employees  
Local #320:

Signed by:  
*David Bakke*  
\_\_\_\_\_  
David Bakke - Union Steward

Signed by:  
*Mark Barnes*  
\_\_\_\_\_  
Mark Barnes - Union Steward

Signed by:  
*Jeffrey Oakland*  
\_\_\_\_\_  
Jeffrey Oakland - Union Steward

Signed by:  
*Josie Loalier*  
\_\_\_\_\_  
Local #320 Representative

7/23/2025

\_\_\_\_\_  
Date

Osseo Area Schools, ISD 279:

DocuSigned by:  
*Lisa Chang*  
\_\_\_\_\_  
Director of Human Resources

7/28/2025  
\_\_\_\_\_  
Date