

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

TOPIC: Vacation Allowance

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 6 – Vacation Allowance.

PURPOSE:

The District and Education Minnesota, OSSEO, Osseo Administrative Professionals met in a Labor Management Committee (LMC) to continue discussions on Article 5, Section 6 – Vacation Allowance in the current collective bargaining agreement effective July 1, 2024 – June 30, 2026. The District and Union agree to the following wording for condition letter “f”:

- f) OAP employees who are eligible for vacation allowance will be credited with actual years of past work experience as an employee of the school district from part-time and/or full-time positions that did not provide for a vacation allowance. Casual positions will be excluded from the calculation. Computation for eligible past work experience will be based on 2,080 hours for each year of credit to be given on the vacation schedule. A maximum of three weeks’ vacation (five years of eligible past work experience) will be attained through this provision.

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
FBAB9ABA17D1485...
OAP Representative

7/29/2025
Date

Osseo Area Schools, ISD 279:

DocuSigned by:
Lisa Chang
BA974B5406974AL
Director of Human Resources

7/29/2025
Date