

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

**TOPIC:** Resource Administrative Professional and Elementary School Administrative Professional Hires for New Elementary School

**EFFECTIVE DATE:** August 5, 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 hires for the new elementary school.

**PURPOSE:**

The District and Education Minnesota, OSSEO, Osseo Administrative Professionals agree to the following:

- The District will hire a Resource Administrative Professional and an Elementary School Administrative Professional for the new elementary school during the 2025-2026 school year.
- Flexibility will be required for both positions to allow them to provide support at other schools across the District, as needed, throughout the 2025-2026 school year.
- The OAPs hired for these roles will be expected to flex their workdays according to their working calendar days to allow them to work in June and July of 2026 in preparation for the opening of the new school in the 2026-2027 school year.

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:  
  
EBAB9ABA17D1485...  
OAP Representative

8/6/2025  
Date

Osseo Area Schools, ISD 279:

DocuSigned by:  
  
BA974B5406974AE...  
Director of Human Resources

8/6/2025  
Date