

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO LOCAL #1212**

TOPIC: Subcontracting Bargaining Unit work in Emergency Conditions

EFFECTIVE DATE: upon signing

Purpose: Due to emergency staffing conditions, the purpose of this MOU is to authorize Osseo Area Schools, ISD 279 to assign work typically performed by bargaining unit employees to contracted Agency personnel.

Conditions:

1. The District shall not assign work typically performed by bargaining unit members to an agency employee except under the following circumstances:
 - a. If a bargaining unit employee vacates their position during the school year, creating a vacancy, the District may temporarily fill the position with an agency employee, provided the position is concurrently posted.
 - b. If a position becomes available during the staffing process for the upcoming school year, the District must leave the position vacant for a minimum of sixty (60) working days following its official posting before filling it with an agency employee.
2. The District must keep all open bargaining unit positions posted until filled by a member of the bargaining unit.
3. Agency employees who become District employees must receive all rights and benefits of the Agreement as of the date of their hire by the District.
4. Agency employees must be released during the staffing process for the following school year.

This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the Meet & Confer process or grievance process in the collective bargaining agreement.

By signing below, the parties agree to the terms of this MOU:

Education Minnesota – OSSEO

Osseo Area Schools, ISD 279

Signed by:

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 President

DocuSigned by:

 BA974B5406974AE...
 Director, Human Resources

8/8/2025

 Date

8/8/2025

 Date