

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

**TOPIC:** Article 5 – Basic Schedules and Hourly Rates of Pay, Section 12 – Seniority/Job Elimination, Subd 2 - Recall

**EFFECTIVE DATE:** 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 language in Article 5, Section 12, Subd 2 – Recall.

**PURPOSE:**

The District and Education Minnesota, OSSEO, Osseo Administrative Professionals agree to the following language for Subd 2 - Recall:

**Subd. 2. Recall:** For a period of two years from the date of layoff, if any opening occurs in the School District, the laid off or bumped employee with the most seniority will be recalled if the position is at or lower than the employee’s previous pay class and if the employee is qualified for the position. An employee will have the right to refuse a job offer once, but if the employee fails to accept a position upon the second job offer, such failure will be viewed as a resignation by the employee. If the recalled position is at a lower pay class or FTE than the employee’s previous position, the employee may refuse the offer, and the refusal will not count against the two allowed refusals. If the employee fails to report to work upon two weeks’ notice of recall, this will cause the employee to lose all recall rights.

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:  
  
\_\_\_\_\_  
FBAB9ABA17D1485...  
OAP Representative

8/19/2025  
\_\_\_\_\_  
Date

Osseo Area Schools, ISD 279:

DocuSigned by:  
  
\_\_\_\_\_  
BA974B5406974AE...  
Director of Human Resources

8/19/2025  
\_\_\_\_\_  
Date