

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

TOPIC: Restructuring of Arborview Custodial position

EFFECTIVE DATES: August 20, 2025

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”).

PURPOSE:

The District and the Union have mutually agreed to eliminate the Custodial Day Person position at Arborview and restructure it as a Building Engineer position. The current Custodial Day Person position is classified as Class 4, while the newly established Building Engineer position will be classified as Class 6.

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 8/21/2025

750C0567EABD4FB...
David Bakke - Union Steward

DocuSigned by: Mark Barnes 8/20/2025

EABD08ECE80F40F...
Mark Barnes - Union Steward

Signed by: Jeffrey Oakland 8/20/2025

773282464B8140B...
Jeffrey Oakland - Union Steward

Signed by: Josh Loahr
Local #320 Representative

8/20/2025
Date

Osseo Area Schools, ISD 279:

DocuSigned by: Lisa Chang

BA974B5406974AF...
Director of Human Resources

8/21/2025

Date