

MEMORANDUM OF UNDERSTANDING
between
OSSEO AREA SCHOOLS, ISD 279
and
MANAGEMENT PERSONNEL I-M

DATE: June 13, 2025

TOPIC: Salary Range of Coordinator, Educational Equity (Management Personnel I-M)

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (the District), and Management Personnel I-M, relating to the salary range for the Coordinator, Educational Equity position.

PURPOSE:

The purpose of this MOU is to reinstate the position and revise the salary within the 2023-2025 Management Personnel I-M contract.

CONDITIONS:

The District and Management Personnel I-M agree to the following:

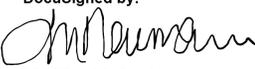
1. Effective June 13, 2025, the position of Coordinator, Educational Equity will be reinstated in the Management Personnel I-M contract under Article VI, Section 2 – Compensation.
2. The revised salary range for hiring for the Coordinator, Educational Equity position will be \$117,045 - \$140,454, grade 118.
3. The minimum to midpoint of each pay grade will serve as a guide for the hiring range. Initial placement will be determined based on education, experience, internal equity and/or whether the position is hard-to-fill.
4. The District agrees to recall staff that has been previously impacted by job elimination utilizing the following subdivision: “Exception: No Management I-M Personnel member, including probationary, shall be laid off if any other Management I-M Personnel member in the same position title has been suspended in the last two (2) years at the time of the School Board decision to eliminate a position or layoff employees.”

The parties agree with the above conditions as evidenced by their signatures below.

Management Personnel, I-M

DocuSigned by:

 DE7695DFF4EC450...
 Representative
 9/4/2025

DocuSigned by:

 7DB7E4A9C1D4486...
 Representative
 9/4/2025
 Date

Osseo Area Schools, ISD 279

DocuSigned by:

 BA974B5406974AE...
 Director, Labor Relations
 9/4/2025

Date