

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

DATE: October 2, 2025

TOPIC: Salary Ranges of 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 ranges in Article VI Compensation and Conditions, Section 2 Compensation in the 2023-2025 contract.

PURPOSE:

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

CONDITIONS:

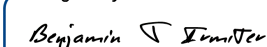
The District and Management Personnel I-M agree to the following:

1. Following an independent compensation and classification study, a new proposed pay plan was developed for nine contract groups. The pay plan includes the Management Personnel I-M classifications listed in Article VI, Section 2 of the contract.
2. These salary ranges are effective on July 1, 2025.
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. If an employee reaches the New Maximum salary, any negotiated Salary Enhancements will be paid as a stipend and will not affect base salary.
5. An equity review will occur during the 25-26 school year.

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

Management Personnel I-M

Signed by:

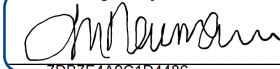


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Representative

10/2/2025

Date

DocuSigned by:



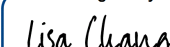
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Representative

10/2/2025

Date

Osseo Area Schools, ISD 279

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Director, Labor Relations

10/2/2025

Date

Title	Workdays	New Pay Grade	New Minimum/Midpoint/Maximum Effective 7-1-2025
District Controller	260/261	118	\$117,045 / \$140,454 / \$163,863
Accountant(s):			
Student Services	260/261	113	\$86,439 / \$107,508 / \$128,577
Assistant Coordinator(s):			
Facilities Operations	260/261	116	\$103,680 / \$127,008 / \$150,336
Maintenance Services	260/261	116	\$103,680 / \$127,008 / \$150,336
Coordinator(s):			
Community Education	260/261	118	\$117,045 / \$140,454 / \$163,863
District Activities	260/261	119	\$124,360 / \$149,232 / \$174,104
Facilities Operations	260/261	119	\$124,360 / \$149,232 / \$174,104
Enrollment Services	260/261	116	\$103,680 / \$127,008 / \$150,336
Educational Equity	260-261	118	\$117,045 / \$140,454 / \$163,863
Technology Coordinator	260-261	118	\$117,045 / \$140,454 / \$163,863
Family & Community Engagement	260/261	116	\$103,680 / \$127,008 / \$150,336
Food & Nutrition Service	260/261	116	\$103,680 / \$127,008 / \$150,336
K-12 Operations	260/261	120	\$132,133 / \$158,559 / \$184,986
Purchasing/Warehousing	260/261	118	\$117,045 / \$140,454 / \$163,863
Testing, Assessment & Accountability	260/261	116	\$103,680 / \$127,008 / \$150,336
Health and Safety	260/261	116	\$103,680 / \$127,008 / \$150,336
Community Relations and Publications	260/261	117	\$110,160 / \$134,946 / \$159,732
Recruitment and Retention	260/261	117	\$110,160 / \$134,946 / \$159,732
Project Management	260/261	117	\$110,160 / \$134,946 / \$159,732
Manager(s):			
Community Education Program	260/261	114	\$91,841 / \$114,227 / \$136,614
Secondary Business	260/261	116	\$103,680 / \$127,008 / \$150,336
Purchasing Manager	260/261	114	\$91,841 / \$114,227 / \$136,614
Supervisor(s):			
Food & Nutrition Services	260/261	115	\$97,581 / \$121,366 / \$145,152
Payroll Supervisor	260/261	116	\$103,680 / \$127,008 / \$150,336
Building Operations**	260/261	114	\$91,841 / \$114,227 / \$136,614
Kidstop Site Supervisor	260/261	109	\$67,825 / \$84,358 / \$100,890

**\$3,000 annual differential paid to comprehensive Maple Grove Middle School, and the senior high Building Operations Supervisors.

Salary ranges will be benchmarked again in 2028. Hard-to-fill positions will be benchmarked more often. The maximum represents growth and subject matter expertise in the position/job class.

Hiring range (posted) will be minimum - midpoint. Exceptions to the hiring range will be made if justified by data demonstrating the position is hard-to-fill.