

MEMORANDUM OF UNDERSTANDING
between
OSSEO AREA SCHOOLS, ISD 279
and
EDUCATION MINNESOTA – OSSEO ESP

EFFECTIVE DATE: July 1, 2025

TOPIC: Supplemental Group Term Life Insurance

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279, and Education Minnesota – OSSEO Educational Support Professionals, relating to ESP’s having the option for Supplemental Group Term Life Insurance.

CONDITIONS:

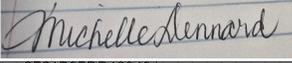
Supplemental Group Term Life Insurance: Educational Support Professionals who work 12-months and between 21.25 – 24.99 hours or 10-month ESP’s who work between 30 – 31.99 hours, will have the option, subject to the conditions established by the School Board’s carrier, to purchase supplemental group term life insurance in the amounts of \$25,000, \$50,000, \$75,000, \$100,000, or \$125,000, not to exceed 3x annual salary. The cost of the supplemental coverage will be paid by the employee and paid by payroll deduction.

Educational Support Professionals who work 12-months and 25 or more hours or 10-month ESP’s who work 32 hours or more, will have the option, subject to the conditions established by the School Board’s carrier, to purchase supplemental group term life insurance in the amounts of \$25,000, \$50,000, \$75,000, \$100,000, \$125,000, or \$150,000 not to exceed 3x annual salary. The cost of the supplemental coverage will be paid by the employee and paid by payroll deduction.

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

Education Minnesota – OSSEO
Educational Support Professionals

Osseo Area Schools, ISD 279

Signed by:

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President

DocuSigned by:

BA974B5406974AE...
Director, Labor Relations

10/8/2025
Date

10/8/2025
Date