

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**OSSEO AREA SCHOOLS, ISD 279**  
**and**  
**SALARIED PROFESSIONALS**

DATE:           October 23, 2025

TOPIC:           Job Title Addition

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279, and Salaried Professionals, relating to the addition of a job title within Article 5 Compensation and Conditions, Section 1, Compensation the table of position titles in the 2023-2025 contract.

PURPOSE:

The purpose of this MOU is to add one (1) job title within Article 5, Section 1, effective October 23, 2025. The position title will be included in the housekeeping changes in the 2025-2027 Terms and Conditions of Employment.

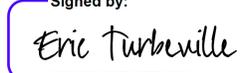
CONDITIONS:

The District and Salaried Professionals agree to the following:

1. The position title, Lead Benefits & Leave Specialist, will be added to the group beginning October 23, 2025, and updated in the Salaried Professionals 2025-2027 contract.
2. The pay grade of the position will be 109 with the following salary range: \$67,825 (minimum), \$84,358 (midpoint), and \$100,890 (maximum).

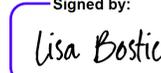
The parties agree with the above conditions as evidenced by their signatures below.

Salaried Professionals

Signed by:  
  
 \_\_\_\_\_  
430C3463D45F40C...  
 Representative

10/27/2025  
 \_\_\_\_\_  
 Date

Osseo Area Schools, ISD 279

Signed by:  
  
 \_\_\_\_\_  
BA974B5406974AE...  
 Director, Human Resources

10/27/2025  
 \_\_\_\_\_  
 Date