

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO LOCAL #1212**

TOPIC: New Elementary School Core Planning Team/Team Leads

EFFECTIVE DATE: upon signing

Purpose: The purpose of this agreement is to define the process that will be used in hiring the new elementary core planning team/team leads.

Conditions:

The District and Union agree that staffing for the new elementary school core planning team will take place during October and November 2025. The team will assist with visioning, curriculum & instruction planning, PD planning, planning and facilitating opening events, planning first year procedures and expectations, assisting with the hiring process, and other tasks to prepare for the opening of the school and operating during the first year and beyond.

The team will serve as the core planning team/team leads, per the teacher contract, and will represent all “departments” of the school staff on a 2-year commitment through the end of the 27-28 school year. If team leads should desire to vacate their leadership position at any point during the process, they will meet with administration and Union leadership to discuss before making a final decision. During the hiring process, grade level teachers will be hired as primary (grades K-2) or intermediate teachers (grades 3-5). Additional core planning team/team leads will be added after staffing for a total of 10 positions. Specific grade levels will be assigned once all hiring is complete. Team Leader selection will follow the Team Leader process in the contract for the remaining positions.

The core planning team will have various professional development commitments throughout the school year. The team will continue to work in their current contracted 2025-2026 school year position. These commitments may include:

- Time outside of their contracted work schedule – paid on a pro rata basis
- Time scheduled in June 2026 through August 2026 (excluding workshop week) – paid on a pro rata basis
- District scheduled professional development days for the 25-26 school year – part of teacher’s contracted days

- If a teacher accepts a position on the core planning team, they are accepting a licensed position at the new elementary school

This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the Meet & Confer process or grievance process in the collective bargaining agreement.

By signing below, the parties agree to the terms of this MOU:

Education Minnesota – OSSEO

Signed by:

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President

9/24/2025

Date

Osseo Area Schools, ISD 279

DocuSigned by:

BA974B5406974AE...

Director, Human Resources

9/24/2025

Date