

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

TOPIC: New Elementary School Staffing

EFFECTIVE DATE: upon signing

Purpose: The purpose of this agreement is to define the timeline that will be utilized for staffing for the 2026-2027 school year.

Conditions:

The District and Union agree that staffing for the new elementary school will begin January 1, 2026 and will be completed prior to Spring staffing for the remaining sites. This process will occur before involuntary staffing. All positions for the new elementary school will be available to internal staff, including probationary teachers and involuntary staff, for competitive hiring.

For the 2026-2027 school year, staffing will follow the following timeline:

1. New elementary school – February 20, 2026
 - a. Hire up to 60% continuing contract – if applicable
 - i. The 10 most senior teachers within Kindergarten-2nd grade must be interviewed
 - ii. The 10 most senior teachers within 3rd-5th grade must be interviewed
 - b. Hire up to 40% probationary staff – if applicable
 - c. Any remaining open positions will be filled in Voluntary Round 1 or Round 2
2. Involuntary Transfer Round – March 23, 2026
3. Voluntary Round 1 – March 30 – April 3, 2026
4. Voluntary Round 2 – Begins April 13, 2026 until filled

If any of the above staffing dates need to be revised, the process will be handled through Meet & Confer. 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

Osseo Area Schools, ISD 279

DocuSigned by:

BA974B5406974AE...
Director, Human Resources

9/24/2025
Date

9/24/2025
Date