

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

**TOPIC:** Instructional Coaches – Term Limits

**EFFECTIVE DATE:** 2026-2027 School Year

**Purpose:** The purpose of the MOU is to extend instructional coaches term limit by one additional year for the 2026-2027 school year.

**Conditions:**

Whereas, Instructional Coaches serve a three-year term limit. For the 2026-2027 school year, Instructional Coaches who are in their third year of coaching during the 2025-2026 school year will be granted the option to extend their term by one additional year. This extension is intended to provide continuity during district boundary adjustments and the opening of Aspen Ridge Elementary. At the conclusion of the extended term, instructional coaches will have rights to return to their classroom assignment and site.

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

Osseo Area Schools, ISD 279

Signed by:  
  
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President

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

11/25/2025  
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Date

11/25/2025  
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Date