

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO ESP**

TOPIC: Aspen Ridge 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 the Union agree that staffing for Aspen Ridge Elementary will begin in early March 2026 and be completed by the end of March 2026. At least sixty percent (60%) of these positions may be filled by regular-status ESP employees, contingent upon the availability of a sufficient number of qualified candidates. Eligible ESP employees must meet all qualifications outlined in the job posting. Reference checks will be conducted.

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
Educational Support Professionals

Signed by:

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President

12/10/2025

Date

Osseo Area Schools, ISD 279

Signed by:

BA974B5406974AE...

Director, Human Resources

12/10/2025

Date