

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
OSSEO ADMINISTRATIVE PROFESSIONALS**

TOPIC: OAPs with Short Call Substitute License

EFFECTIVE DATES: July 1, 2025

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, Osseo Administrative Professionals (“Union”), relating to OAPs with a short call substitute license.

PURPOSE:

OAPs who hold a valid teaching license and act as a substitute teacher in Osseo will be paid the district prevailing wage of \$35 per hour or their rate of pay, whichever is greater.

This MOU shall set no precedent between the parties. All other provisions of the collective bargaining agreement apply. Any conflicts regarding this agreement will be handled through the grievance process in the collective bargaining agreement.

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

Education Minnesota- Osseo
Osseo Administrative Professionals

Signed by:
Staci Jones
EBAB9ABA17D1485...
OAP Representative

12/10/2025
Date

Osseo Area Schools, ISD 279:

Signed by:
Marshall Thompson
5022D2D10CD649A...
Director of Human Resources

12/10/2025
Date