

MEMORANDUM OF UNDERSTANDING
between
OSSEO AREA SCHOOLS, ISD 279
and
STUDENT MANAGEMENT SPECIALISTS (SMS)

DATE: July 1, 2025

TOPIC: Salary Ranges of Student Management Specialists (SMS)

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (the District), and Student Management Specialists, relating to the salary ranges in Article 6 Compensation and Conditions, Section 2 Compensation in the 2023-2025 contract.

PURPOSE:

The purpose of this MOU is to revise the salary ranges within the 2023-2025 Student Management Specialists contract.

CONDITIONS:

The District and Student Management Specialists agree to the following:

1. Following an independent compensation and classification study, a new proposed pay plan was developed for nine contract groups. The pay plan includes the SMS classifications listed in Article 6, Section 2 of the contract.
2. These salary ranges are effective on July 1, 2025.
3. The minimum to midpoint of each pay grade will serve as a guide for the hiring range. Initial placement will be determined based on education, experience, internal equity and/or whether the position is hard-to-fill.
4. If an employee reaches the New Maximum salary, any negotiated Salary Enhancements will be paid as a stipend and will not affect base salary.
5. An equity review will occur during the 25-26 school year.

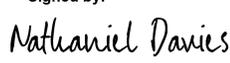
The parties agree with the above conditions as evidenced by their signatures below.

Student Management Specialists

Osseo Area Schools, ISD 279

Signed by:

B15FE4215BD84F7...
Representative

Signed by:

EED646DF87674AE...

Signed by:

5022D2D10CD649A...
Director, Labor Relations

12/15/2025
Date

12/12/2025

12/15/2025
Date

Title	Workdays	New Pay Grade	New Minimum/Midpoint/Maximum Effective 7-1-2025
<i>Student Management Specialist*</i>			
Secondary Schools	200	114	\$70,376 / \$87,530 / \$104,685

Salary ranges will be benchmarked again in 2028. Hard-to-fill positions will be benchmarked more often. The maximum represents growth and subject matter expertise in the position/job class.

Hiring range (posted) will be minimum - midpoint. Exceptions to the hiring range will be made if justified by data demonstrating the position is hard-to-fill.