

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279

AND

EDUCATION MINNESOTA – OSSEO LOCAL #1212**

TOPIC: READ ACT Professional Development Stipend - REVISED

EFFECTIVE DATE: December 15, 2025

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools District No. 279 ("District"), and Education Minnesota - OSSEO, Local #1212, ("Union"), relating to required professional development for teachers.

Section 1. Purpose: The purpose of this agreement is to clarify required professional development for teachers due to new legislation under the Read Act made into law during the 2023 legislative session.

Section 2. Conditions: The parties agree to the following:

1. The Read Act governs the responsibility for all teachers to receive training in evidence based literacy instruction through an approved Minnesota State training program.
2. The District has selected the OL&LA (CORE) professional development program for Osseo Area Schools as an approved state training program.
3. **Options:** The District and the Union collaborated to establish three options for teachers to be able to complete the required training, understanding that a license is only good for one year:
 - a. Option 1: July – October 2026
 - b. Option 2: November 2026 – February 2027
 - c. Option 3: March 2027 – June 2027

The District Learning and Achievement Department in collaboration with the Union shall be responsible for determining when training will take place for all options.

4. **Stipend:** A stipend will be offered to teachers in the amount of \$850.
5. **Payment:** Payment will be made once the teacher has submitted evidence of training completion, including demonstrating the required passing score to the Learning & Achievement Department. Payment will be made November 20, 2026, March 20, 2027, or June 20, 2027.

- 6. **Prior Training Completion:** Teachers who have completed their training in District 279 prior to this MOU and did not receive compensation or a lane change will be eligible for up to \$850. Teachers who have received training outside of the District, but complete their training in the District, will be eligible for a pro-rated stipend upon completion. Proof of partial completion must be provided to the Director of Learning & Achievement.

Per Article 6 Section 4 Subdivision 1 Part C in the Teacher’s Contract, credits will not qualify toward a lane change, if school district funds have been expended.

- 7. **Progressive Disciplinary:** Teachers who do not complete their training by the agreed upon deadline will be subject to progressive disciplinary action.
 - a. If the teacher misses the first deadline, they will receive a stipend deduction to cover the cost of the license renewal/extension and a Letter of Expectation.
 - b. If the teacher misses a second deadline and/or extension, they will receive a loss of the entire stipend and a Notice of Deficiency.
 - c. If the teacher misses a third deadline and/or extension, they will be reported to PELSB and will incur a salary deduction to cover the cost of the license renewal/extension.

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:


5022D2D10CD649A...
 Director, Labor Relations

1/6/2026

 Date

1/6/2026

 Date