

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

TOPIC: Article 9, Section 11 – Long-term Leave – Notification to Return and Section 15 – Extended Leave of Absence - Requests

EFFECTIVE DATE: upon signing until contract ratification

Purpose: The purpose of this agreement is to revise the date of notification of return for Long-term Leave and Extended Leaves of Absence in the current contract from March 1st to February 1st.

Conditions:

The District and Union agree to the following language change:

Article 9, Section 11 – Long-term Leave – Subd 9. Notification to Return

Subd. 9. Notification to Return: A teacher on a long-term leave will be sent a contract from Human Resources according to the following schedule:

- a. When the return date of the leave is intended to coincide with the opening of school, notification will be given by February 1st of the preceding school year.
- b. At least sixty (60) days prior to the specified return of the leave when such date falls at any other time during the school year.
- c. The district agrees to communicate this change to members currently on leave to members by December 1, 2025.

Article 9, Section 15 – Extended Leave of Absence – Subd 4. Requests

Subd. 4. Requests: Requests for extended leaves of absence must be submitted to the Director, Human Resources by February 1st of the year preceding the school year for which the extended leave of absence would commence. Requests to begin an extended leave of absence at a time other than the beginning of the school year may be considered by the School District. If approved, the teacher will be granted a long-term leave for the remaining duty days of the current school year and the extended leave of absence will then commence on the first duty day of the following school year.

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:

7EC7B698F2D5472...

President

DocuSigned by:

BA974B5406974AE...

Director, Human Resources

9/24/2025

Date

9/24/2025

Date