

CONTRACT

Between

OSSEO AREA SCHOOLS



INDEPENDENT SCHOOL DISTRICT 279
Osseo Area Schools

and



Local No. 7343
NEA / AFT / AFL-CIO

EDUCATION MINNESOTA - OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS
(OAP)

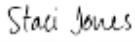
Effective Dates: July 1, 2024 – June 30, 2026

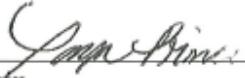
**AGREEMENT ON
TERMS AND CONDITIONS OF EMPLOYMENT
BETWEEN
INDEPENDENT SCHOOL DISTRICT 279
MAPLE GROVE, MINNESOTA
AND
EDUCATION MINNESOTA - OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)**

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

For the Education MN-Osseo
Osseo Administrative Professionals

For Independent School District 279

Signed by:

Staci Jones
EDUCATION MINNESOTA - OSSEO
OAP President


Lynn Linn
Chair


Kathi Tate
Clerk

Signed by:

Lisa Chang
EDUCATION MINNESOTA - OSSEO
Director, Labor Relations

5/22/2025

Dated this ____ day of _____, 20____

5/22/2025

Dated this ____ day of _____, 20____

Addresses of Official Notice:

EDUCATION MINNESOTA-OSSEO
Local #1212
9210 Wyoming Ave. N. #200
Brooklyn Park, MN 55445

SCHOOL BOARD
Office of the Superintendent
11200 93rd Ave. N.
Maple Grove, MN 55369

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ARTICLE 1

PURPOSE

Section 1. Parties: This Agreement, entered into between the School Board, Independent School District 279, Maple Grove, Minnesota, hereinafter referred to as the School Board and the Education Minnesota – Osseo, Osseo Administrative Professionals (Education Minnesota, NEA, AFT, AFL-CIO), hereinafter referred to as the Exclusive Representative, is pursuant to and in compliance with the Public Employment Labor Relations Act, hereinafter referred to as PELRA, and provides the terms and conditions of employment for the Osseo Administrative Professionals during the term of this Agreement.

ARTICLE 2

DEFINITIONS

Section 1. Terms and Conditions of Employment: Will mean the hours of employment, the compensation therefore, including fringe benefits, except retirement contributions or benefits, and the employer's personnel policies affecting the working conditions of the employees, but does not mean educational policies of the School District. The terms in both cases are subject to the provisions of PELRA.

Section 2. Osseo Administrative Professionals (OAP): Will mean any person employed by the School Board in a capacity exclusively associated with the provisions of clerical services. The term employee as used herein will not include confidential employees, supervisory employees, essential employees, part-time employees whose services do not exceed the lesser of 14 hours per week or 35% of the normal OAP work week, employees who hold positions of a temporary or seasonal character for a period not in excess of 67 working days in any calendar year, and emergency employees.

Section 3. Full-time Employee: Will mean any person who is scheduled to work 40 hours per week.

Section 4. School Board: For purposes of administering these terms and conditions of employment, the term "School Board" may also mean its designated representative.

Section 5. Other Terms: Terms not defined in these terms and conditions of employment will have those meanings as defined by PELRA.

ARTICLE 3

SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Rights: The Osseo Administrative Professional (OAP) employees recognize that the School District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the School District, its overall

budget, utilization of technology, the organizational structure, and selection, direction, and number of personnel.

Section 2. Management Responsibilities: The Osseo Administrative Professionals recognize the right and obligation of the School District to efficiently manage and conduct the operation of the School District within its legal limitations, and with its primary obligation to provide educational opportunity for the students of the School District.

Section 3. Effect of Laws, Rules and Regulations: The Osseo Administrative Professionals recognize that all employees covered by these terms and conditions of employment shall perform the services prescribed by the School District and shall be governed by School Board policies, rules, regulations, directives and orders which are not inconsistent with these terms and conditions of employment, and which are issued by properly designated officials of the School District. Any provision of these terms and conditions of employment found in violation of any law, rule or regulation thereunder shall be without force or effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of School District rights and duties will not be deemed to exclude other inherent management rights. Management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in these terms and conditions of employment are reserved to the School District.

ARTICLE 4 **EMPLOYEE RIGHTS**

Section 1. Right to Views: Nothing contained in these terms and conditions of employment will be construed to limit, impair or affect the right of any employee, or the employee's representative, to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment; nor will it be construed to require any employee to perform labor or services against their will.

Section 2. Right to Join: Employees will have the right to form and join labor or employee organizations and will have the right not to form and not to join such organizations. Employees in the unit will have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such employees with the School District.

Section 3. Request for Dues Check-off: Osseo Administrative Professional employees will have the right to request dues check-off for the Exclusive Representative in accordance with the provisions of PELRA. Upon receipt of a properly executed

authorization form from the employee to the Union, the School District will deduct, in equal installments, from the employee's paycheck the dues the employee has agreed to pay the Exclusive Representative during the effective period of authorization. Each authorization shall be renewed from year to year thereafter, unless the employee notifies the Union in accordance with the authorization form. Such dues deducted will be forwarded to the treasurer of the Education Minnesota – OSSEO, Osseo Administrative Professionals.

Subd. 1. Term of Authorization: Authorization for EM-O OAP active membership will be through a properly submitted application with EM-O OAP. The Union will provide the School District payroll department with a list of all current active members on payroll deduction prior to September 20 of each school year, including the total amount of dues to be deducted for the school year.

Section 4. Access to Membership Lists/ Access to worksites: By October 1 of each school year, the District shall provide in electronic form to the Union the names, addresses, telephone numbers, e-mail address, employee number, full-time equivalency (FTE) status, worksite location and assignment of all bargaining unit members employed. On a quarterly basis or on request, the District shall provide the Union with a current bargaining unit list. If at any time the union or the district do not agree to the frequency of request, they will discuss through the Meet & Confer process.

Section 5. Remitting to the Exclusive Representative: With respect to all dues deducted by the School District, the School District shall remit to the Exclusive Representative within 30 calendar days from each date of deduction, the total amount deducted, accompanied by the list of Osseo Administrative Professionals for whom such deductions have been made, categorizing them as to membership or non-membership in the Exclusive Representative. The Exclusive Representative agrees to advise the School District of all members of the Exclusive Representative in good standing and from time to time furnish information needed by the School District to fulfill the provisions of this Article, and not otherwise available to the School District.

Section 6. Progressive Discipline: An employee will be disciplined only for just cause. The School District recognizes the concept of progressive discipline consisting of: (1) Letter of Expectation (non-disciplinary); (2) written reprimand; (3) suspension without pay; (4) demotion; or (5) discharge. Notwithstanding this concept, the School District reserves, in its sole discretion, the right to impose discipline at any level. Any form of discipline noted above which is to become part of an employee's personnel file shall be given to the affected employee prior to becoming part of the personnel file.

Section 7. Personnel Files:

Subd. 1. Right to Review/Frequency: Upon request by an employee, the School District will provide the employee with an opportunity to review their personnel file.

Subd. 2. Review: A request will be made to Human Resources. Human Resources will comply with a request pursuant to Subd. 1. of this Section no later than seven working days after receipt of the request and will schedule an appointment for the employee to review their personnel file and will notify the employee of such appointment. All such reviews will take place in Human Resources during its normal hours of operation, and a Human Resources employee shall be present when an employee reviews their personnel file.

Subd. 3. Right to Copy: After the review and upon the employee's request, the School District will provide the employee with a copy of the requested record. The School District may not charge a fee for the copy.

Subd. 4. Right to Response: The employee may submit, directly to Human Resources, for inclusion in their personnel file a written response (rebuttal) to any material contained in such file.

Subd. 5. Destruction/Expungement: The School District may destroy or expunge such files as provided or required by law.

Section 8. Notification of Employee Status: The School District shall notify the President of EM-O OAP and membership chair in writing of any and all changes in employee status in the OAP unit within seven business days of such changes.

Section 9. District Committee Representation: The President of EM-O OAP will appoint OAP members to represent EM-O OAP on District level committees.

Section 10. Professional Development: The School District recognizes the value of continual training and professional development to both the School District and OAP unit employees. OAP unit employees may submit requests to attend professional development activities that relate to their employment to their supervisor for approval. Expenses associated with professional development programs such as in-service, conferences, conventions, and workshops will be covered by the School District. Expenses covered may include registration, parking, meals, materials, and mileage.

Representatives of EM-O OAP and the School District shall meet and confer to discuss creating and implementing new training and professional development programs.

Section 11. Other Rights: Employees will have all other rights prescribed by PELRA.

ARTICLE 5 **BASIC SCHEDULES AND HOURLY RATES OF PAY**

Section 1. Rates of Pay: The wage schedule will not be considered an integral part of continued employment.

Rates of pay July 1, 2024 – December 31, 2024

	CLASS 2-A (212 Days)	CLASS 2-B (260/ 261 Days)	CLASS 3-A (212 Days)	CLASS 3-B (260/ 261 Days)	CLASS 4-A (219 Days)	CLASS 4-B (260/ 261 Days)	CLASS 5-B (260/ 261 Days)
STEP 1	\$21.00	\$21.00	\$23.65	\$23.65	\$25.54	\$25.54	\$25.92
STEP 2	\$21.87	\$21.87	\$24.43	\$24.43	\$26.44	\$26.44	\$27.05
STEP 3	\$23.14	\$23.14	\$25.92	\$25.92	\$27.84	\$27.84	\$28.49

Rates of pay January 1, 2025 – June 30, 2025

	CLASS 2-A (212 Days)	CLASS 2-B (260/ 261 Days)	CLASS 3-A (212 Days)	CLASS 3-B (260/ 261 Days)	CLASS 4-A (219 Days)	CLASS 4-B (260 /261 Days)	CLASS 5-B (260/ 261 Days)
STEP 1	\$22.05	\$22.05	\$24.83	\$24.83	\$26.82	\$26.82	\$27.22
STEP 2	\$22.96	\$22.96	\$25.65	\$25.65	\$27.76	\$27.76	\$28.40
STEP 3	\$24.30	\$24.30	\$27.22	\$27.22	\$29.23	\$29.23	\$29.91

Rates of pay July 1, 2025 – June 30, 2026

	CLASS 2-A (212 Days)	CLASS 2-B (260/ 261 Days)	CLASS 3-A (212 Days)	CLASS 3-B (260/ 261 Days)	CLASS 4-A (219 Days)	CLASS 4-B (260 /261 Days)	CLASS 5-B (260/ 261 Days)
STEP 1	\$22.49	\$22.49	\$25.33	\$25.33	\$27.36	\$27.36	\$27.76
STEP 2	\$23.42	\$23.42	\$26.16	\$26.16	\$28.32	\$28.32	\$28.97
STEP 3	\$24.79	\$24.79	\$27.76	\$27.76	\$29.81	\$29.81	\$30.51

Effective July 1, 2024 Increments

Years of Service	Increment (per hour)
5-9	\$.60
10-14	\$.80
15-19	\$ 1.00
20-24	\$ 1.35
25+	\$ 1.70

*A career increment will be paid to all employees who have the designated number of years of consecutive employment in Independent School District 279, identified in the ISD 279 / Osseo Administrative Professionals (OAP) - Terms and Conditions of Employment July 1, 2024, through June 30, 2026

table below. Beginning July 1, 2019, career increments are effective on July 1 of the year they would be issued, instead of on the anniversary date.

**A one-time stipend of \$1,000 will be paid to all OAP employees active and hired on or before December 31, 2024.

Section 2. Placement on Schedule: New employees will be placed on the schedule by class and step as determined by the requirements of the job and the discretion of Human Resources.

Section 3. Classifications:

- 2-A. Middle School Office Administrative Professional
 - Middle School Counseling Office Administrative Professional
 - Senior High Counseling Office Administrative Professional
 - Senior High Office Administrative Professional
 - ESC Media Administrative Professional
- 2-B. Curriculum Administrative Professional
- 3-A. OEC Administrative Professional
 - Early 5/Learning Readiness/ECFE Administrative Professional
 - Multilingual Program Administrative Professional
 - Interagency Program Administrative Professional
 - OALC Program Administrative Professional
- 3-B. Adult Basic Education Administrative Professional
 - Early Childhood Administrative Professional
 - Enrollment Center Administrative Professional
 - Information Systems Administrative Professional
 - American Indian Education Administrative Professional
 - Early Intervention Administrative Professional
- 4-A. Resource Administrative Professional
 - Elementary School Administrative Professional
 - LCTS Administrative Professional
 - High School Activities Administrative Professional
- 4-B. Community Education Administrative Professional
 - Community Use of Facilities Administrative Professional
 - Custodial/Maintenance Department Administrative Professional
 - Equity and Integration Administrative Professional
 - School Nutrition Administrative Professional
 - Middle School Admin Administrative Professional
 - Kidstop Program Administrative Professional

Senior High Admin Administrative Professional
Senior High Registrar Administrative Professional
OALC Student Services/Records Administrative Professional
Technology Department Administrative Professional
279Online Administrative Professional
Early Childhood Special Education Resource Administrative Professional
Learning and Achievement Administrative Professional

5-B. Accounting Administrative Professional (Accounts Payable/Accounts receivable)
Purchasing Administrative Professional (Buyer)
Instructional Administrative Professional
Administrative Professional to Assistant Superintendent, DLTL
Administrative Professional to Executive Director of Finance & Operations
Administrative Professional to Director, Business Services
Transportation Administrative Professional
Administrative Professional to Director, Learning and Achievement
Administrative Professional to the Director of Student Services
Student Services Administrative Professional
Data & Assessment Administrative Professional

Section 4. Work Year: Employees will normally work on days school is in session or scheduled to be in session (includes workshop days).

Subd. 1. CLASS 2-A, 3-A: 212 DAYS less nine or ten* holidays. Up to 5 of these 212 days may be scheduled by mutual agreement in the summer prior to school being in session, or after school is in session, to meet the needs of the site. If any summer workdays are scheduled prior to or after school is in session, the employee will be allowed to exchange these days for other workdays during the school year and will identify these days on their work year calendar by mutual agreement (July 1 – June 30). These days may be used on student contact days.

Subd. 2. CLASS 4-A: 219 DAYS less nine or ten* holidays. Up to five of these 219 days may be scheduled by mutual agreement in the summer prior to school being in session, or after school is in session, to meet the needs of the site. If any summer workdays are scheduled prior to or after school is in session, the employee will be allowed to exchange these days for other workdays during the school year and will identify these days on their work year calendar by mutual agreement (July 1 – June 30). These days may be used on student contact days.

Subd. 3. CLASS 2-B, 3-B, 4-B and 5-B: 260/261 DAYS less 12 holidays and scheduled vacation.

*Juneteenth will be a paid holiday for any 212 or 219-day employee whose work year calendar goes through Juneteenth.

Section 5. Holidays: Employees will have the holidays that fall within their work year. Any of the holidays that fall within a 12-month employee's vacation period will not count as a vacation day.

Subd. 1. Class 2-B, Class 3-B, Class 4-B and Class 5-B employees will be granted 11 or 12 paid holidays as determined by the School District prior to July 1 each year.

Subd. 2. Class 2-A, Class 3-A and Class 4-A employees will be granted nine or ten paid holidays as determined by the School District prior to July 1 each year.

Section 6. Vacation Allowance: Employees regularly scheduled to work 32 or more hours per week and 260/261 days per year will be granted vacation as follows:

- a. After six months of consecutive employment 40 hours
- b. After one year of consecutive employment (total of 2 weeks/year)..... 40 hours
(total earned in one year is 80)
- c. After five years of consecutive employment..... 120 hours
- d. After eleven years of consecutive employment..... 128 hours
- e. After twelve years of consecutive employment 136 hours
- f. After thirteen years of consecutive employment 144 hours
- g. After fourteen years of consecutive employment 152 hours
- h. After fifteen years of consecutive employment..... 160 hours
- i. After nineteen years of consecutive employment..... 200 hours

The accrual levels referenced above shall change on July 1 of the fiscal year in which an employee is scheduled to reach the requisite years of service.

Subd. 1. Conditions for Vacation Allowance:

- a) Vacation may be used in hourly increments.
- b) Effective July 1, 2021, all vacation time for the current year will be credited pro-rata with the first payroll in July. In the case of voluntary separation or removal for cause of an employee to whom vacation has been advanced in excess of that accumulated, the employee is required to refund the amount paid for the period of such excess.
- c) Vacation time earned as of June 30 in a fiscal year must be used prior to July 1 of the following fiscal year. Employees will be allowed to carry over up to 80 vacation hours.
- d) Vacation must be scheduled in advance with the employee's supervisor.

- e) An employee resigning prior to an earned vacation period is entitled to a pro rata share of vacation time or vacation pay earned upon proper submission to the employer of at least two weeks' notice of proposed termination date. Failure on the part of the employee to give proper notice will constitute forfeiture of this provision.
- f) Eligible employees in Classifications 2-A, 3-A, and 4-A, who become employed in Classifications 2-B, 3-B, 4-B and 5-B (260/261 days), or whose job becomes a 260/261-day position, will be credited with actual months worked in these classifications for computing vacation allowances for the 260/261-day position.
- g) The maximum payout of vacation hours upon termination of employment will be 200 hours, calculated at the employee's daily rate of pay, excluding any additional compensation.

Section 7. Hours:

Subd. 1. Daily Assignment: Employees are normally required to work a minimum of eight hours a day. The scheduled hours may be adjusted to meet the needs of the employee's work site and the School District to ensure optimal levels of service are provided. Adjustments to the normal hourly and work week schedule will require approval from the employee's immediate supervisor and Human Resources. Except in emergency situations as determined by the supervisor, failure to attain pre-approval prior to adapting work hours may be subject to discipline. Employees are required to report compensable time weekly to the supervisor. If an adjustment to the normal hourly and work week schedule is intended to last more than five work days, the employee shall be given reasonable notice prior to the adjustment to the schedule.

Subd. 2. Lunch Period: A 30 minute lunch period is not a part of the workday.

Subd. 3. Overtime: Work over 40 hours per week will be paid at time and one-half or by compensatory time as time and one-half, as determined by the employee and the immediate supervisor. All overtime must be authorized in advance, except in the case of an emergency, as determined by the supervisor, i.e., child is not picked up and administrator is not on site. Failure to attain pre-approval prior to working overtime hours may be subject to discipline. Compensatory time will be documented on a tracking tool that is mutually agreed upon by the employee and supervisor.

Subd. 4. Notice of Assignment: 260/261-day OAP employees will be given written notice no later than June 1 for the succeeding school year of any change in their regular assignment and/or reduction in hours, in which case such changes will be subject to the provisions of Article 5, Section 12. All other OAP employees

will be given written notice no later than June 15 for the succeeding school year of any change in their regular assignment and/or reduction in hours. Such changes in regular assignment will be subject to the provisions of Article 5, Section 12.

Section 8. Emergency Closing: If school starts late or is closed early due to inclement weather or other emergency situations, employees will be paid for their normal work assignment for that day. On such days, the work assignment will be determined by the immediate supervisor.

In the event school is cancelled due to inclement weather or other emergency situations, and OAPs are not directed to work by the superintendent, employees will be paid for up to three days, per school year, for their normal work assignment. This provision will apply for full days only when school has been cancelled prior to the opening of the normal school day.

The superintendent reserves the right to require that employees report to work for any school closing. Employees will receive their normal compensation for that day and no additional compensation. The district will follow Minnesota Statute section 120A.416 on full or partial closure days (<https://www.revisor.mn.gov/statutes/cite/120A.416>).

When the Superintendent determines that the district will follow an e-learning day, the district will follow Minnesota Statute, section 120A.414 (<https://www.revisor.mn.gov/statutes/cite/120A.414>).

In the event an employee was scheduled to take a single sick day, personal leave day, bereavement day or vacation day that coincides with an emergency school closing day the employee will not be charged for their scheduled sick day, personal leave day, bereavement day or vacation day. If the employee was scheduled to take a series (two or more) of connected sick days, personal leave days, bereavement leave days, or vacation days and one of those connected days falls on the emergency school closing day, the employee will be charged for the day(s) that coincides with the emergency school closing day(s).

Section 9. Movement on Schedule: Effective June 30, 2014, employees will be entitled to step movement and/or career increments only upon satisfactory job performance, as determined by the employee's performance evaluation and as authorized by the School Board. Employees who do not receive a step increase or career increment due to job performance shall be eligible for such step increase or career increment the following January 1.

Subd. 1. Placement and movement on schedule effective July 1 for eligible employees:

a) Each Osseo Administrative Professional who has worked a minimum of 120 paid days during the school fiscal year (July 1 to June 30) will move to the next

step on the salary schedule on July 1 of the following year. Schedule advancements will occur on July 1 of each year for eligible employees. Employees will maintain their seniority based on their original hire date within the unit. For the purposes of this section, a day worked will include paid leave and holiday pay.

- b) This subdivision is not intended to apply to eligibility for career increment eligibility.

Section 10. Probation and Permanent Status: New OAPs will be considered probationary until June 30, provided they have worked 90 days from their hire date to June 30. Working days shall include days actually worked, vacation, sick leave, paid holidays, and personal leave. If a school year ends prior to a probationary employee serving at least 90 working days, such employee shall be on probation for the following school year, ending June 30. During this time they shall have no seniority privileges and may be transferred, discharged, or laid off. Upon completion of the probationary period an employee will establish regular employee status unless otherwise notified in writing by the employer prior to the end of the probationary period.

An employee awarded a position in a higher classification will serve a transfer probation period of at least 45 working days in the new position. Working days shall include days actually worked, vacation, sick leave, paid holidays, and personal leave. If a school year ends prior to the employee serving at least 45 working days, such employee shall be on probation for the following school year, until the 45 working days are completed. If the employer determines that the employee's performance in the new position is unsatisfactory, the employee's probationary period shall end, and the employee shall not displace any other employee in the District. The employee will be placed on a recall list pursuant to Article 5, Section 12, Subd. 2, and will be placed into an opening at or lower than the employee's position held prior to working in the higher classification.

Probationary employees will be evaluated by their immediate supervisor.

Section 11. Posting of Positions: Vacancies to be filled other than those resulting from an approved leave will be posted for a period of five working days. Employees interested in applying should discuss the possible transfer with their immediate supervisor before posting for the position with Human Resources. Employees who apply during the designated time frame will be considered on the basis of previous work experience, training and job performance. Management reserves the right to make the final decision in filling the position. All applicants will be notified when the position has been filled.

Section 12. Seniority/Job Elimination: Seniority will be used in determining the layoff and recall procedure of employees. Effective July 1, 2017, an employee that is on a performance improvement plan may not displace another employee, subject to the following conditions:

1. Human Resources and the union agree that due process was followed.
2. That the employee was placed on the performance improvement plan by December 1 that outlines a plan for professional growth and support.

Subd. 1. Seniority: In the event of job elimination or layoff, an employee will have the right to accept layoff or, if qualified, choose to displace the least senior employee in the same job title (full-time can displace full-time or part-time and part-time can only displace part-time). If the position eliminated is a single incumbent, or if the person serving in the eliminated position is the least senior in the job title, the employee will have the right to accept layoff or, if qualified and senior, choose to displace the least senior employee in the same classification. If there are no employees in the same classification, the employee may displace the least senior employee in a lower classification. If there is no person less senior, the employee may displace the least senior employee in the same classification of lower employment status. (For example, a senior displaced 5-B can displace the least senior 5-B. If that employee is the least senior displaced 5-B, they can displace the least senior 4-B if they have more seniority than the 4-B. If they have less seniority than the 4-B, then the employee can displace the least senior 3-B if they have more seniority. If they have less seniority than the 3-B, then the employee can displace the least senior 2-B if they have more seniority.) In determining employment status, 212- and 219-work days will be viewed as equal. Bumping does not occur between Class A (212/219-work days) and Class B (260/261-work days) OAPs.

Open positions will be considered the least senior position.

The displaced person will then have the right to accept layoff or to use the above procedure to find a position. The process will continue until no more jobs are available or until the employee accepts a layoff.

In all cases of displacement, the remaining employees must be more senior and qualified, as determined by the employer, to perform the duties of the new position assumed.

For the purposes of this section, full-time employees are employees who are scheduled to work 40 hours per week. Full-time employees may bump full-time or part-time employees with less seniority, but part-time employees may not bump full-time employees.

For purposes of this section, part-time employees are employees who are scheduled to work less than 40 hours per week. Part-time employees may bump part-time employees, regardless of hours based on seniority, in the same classification. If there are no part-time employees in the same classification, the part-time employee may displace the least senior part-time employee in a lower

classification. If there are no part-time employees less senior, the part-time employee may displace the least senior part-time employee in the same classification of lower employment status.

An employee who assumes a new position as a result of the bumping procedure assumes the wage schedule which applies to the new position.

If the employee wishes to exercise bumping rights, the employee must provide written notice to Human Resources within five working days of the notice of layoff stating their intent to exercise bumping rights.

Subd. 2. Recall: For a period of two years from the date of layoff, if any opening occurs in the School District, the laid off or bumped employee with the most seniority will be recalled if the position is at or lower than the employee's previous pay class and if the employee is qualified for the position. An employee will have the right to refuse a job offer once, but if the employee fails to accept a position upon the second job offer, such failure will be viewed as a resignation by the employee. If the employee fails to report to work upon two weeks' notice of recall, this will cause the employee to lose all recall rights.

Subd. 3. Displacement Rights: For the purposes of this Section, an employee who suffers a reduction in hours will be considered as having suffered job elimination and will be entitled to exercise displacement rights as outlined above. An employee who suffers a reduction in hours may choose to maintain the position with reduced hours rather than exercise displacement rights. The employee must provide written notice to the Human Resources department within five working days regarding their choice. If the reduced hours are reinstated within two years from the reduction date, the employee who accepted a reduction in hours will have rights to the hours that are reinstated.

Subd. 4. Insurance: An employee who suffers a reduction in hours will maintain their current insurance benefits and employer contribution through June 30.

Subd. 5. Seniority List: Seniority starts with the first day of work for the School District in the Osseo Administrative Professional unit. If the starting date is the same, seniority will be determined by the last 4 digits of the employee's primary phone number in the HR/Payroll system with the highest four-digit number being the most senior. An updated seniority list will be posted on my279.org each month, September through June.

For job elimination and retirement incentive purposes only, additional seniority credit will be given to OAPs who have continuous experience with the District in the ESP unit as a Clerical ESP and who were hired in the OAP unit prior to July 1, 2002. No additional seniority credit will be given to any group outside of the OAP unit after June 30, 2002.

Subd. 6. Loss of Seniority: An employee who is properly discharged or resigns, or who has been laid off for a period of 24 months without being recalled, or who fails to report to work upon two weeks' notice of recall, will forfeit all seniority rights.

Section 13. Retirement Savings Plans: The School District's match of an eligible employee's contribution will be the amount listed below. The School District's match is applicable only for eligible employees. Contributions will be made towards the School District's approved 403(b) plan, unless grandfathered in during a previous contract. The District will match up to the maximum.

<u>Employees Whose Service Began Prior to July 1, 1994 – Eligible Classifications:</u> (Employees are eligible beginning at Step 3. Employees must contribute at least the amount indicated to receive the District Annual Match Amount.)	Maximum District Annual Match Amount
Class 2-B, Class 3-B, Class 4-B and Class 5-B (260/261 Days)	\$680* (~\$28.33 per pay period)
Class 4-A (219 Days) and Class 2-A, Class 3-A (212 Days)	\$680* (~\$35.79 per pay period)

<u>Employees Whose Service Began After July 1, 1994</u>	Maximum District Annual Match Amount
Class 2-B, Class 3-B, Class 4-B and Class 5-B (260/261 Days)	\$1,100* (~\$45.83 per pay period)
Class 4-A (219 Days)	\$1,100* (~\$45.83 per pay period)
Class 2-A, Class 3-A (212 Days)	\$1,100* (~\$45.83 per pay period)

**Employees may choose to defer more than the District annual match amount. Federal law determines the maximum amount an individual can contribute annually.*

Section 14. Retirement Incentive Pay:

Subd. 1. Eligibility: Full-time OAP employees (32 hours or more), whose service began prior to July 1, 1994 and who have completed at least 15 years of full-time continuous employment service with the School District, and who are at least 50 years of age, will be eligible for retirement incentive pay pursuant to the provisions of this Section upon submission of a written resignation accepted by the School District. For this section only, additional seniority eligibility credit will be given to an OAP who has continuous experience with the District in the ESP unit as a Clerical ESP and who was hired in the ESP unit prior to July 1, 2002. Years of service in the School District must have been as a Clerical Educational Support Professional and/or an Osseo Administrative Professional.

Subd. 2. Exclusion: This Section will apply only to eligible employees as defined in Subdivision 1 above and whose service began prior to July 1, 1994. For employees whose employment began after this date, the provisions of this Section will not be applicable.

Subd. 3. Calculation of Benefit: An employee will be eligible to receive as incentive pay, upon retirement, the amount obtained by multiplying 60% of the unused number of sick leave days, but in any event not to exceed 90 days, times the employee's daily rate of pay.

Subd. 4. Determination of Daily Rate: In applying these provisions, an employee's daily rate of pay will be the basic daily rate at the time of retirement, as provided in the basic salary schedule for the basic school year and will not include any additional compensation.

Subd. 5. Payment Schedule 50-54: An employee who retires at age 50-54 will receive their incentive pay on July 20 if their birth date is between January 1 and June 30 in the year they reach age 55. If their birth date is between July 1 and December 31, they will receive their incentive pay on January 20 of the following year.

Subd. 6. Payment Schedule 55 and Over: Incentive pay for retirement at or after age 55 will be paid by the School District on July 20 of the same year if the retirement date is between January 1 and June 30. If the retirement date is between July 1 and December 31, it will require payment on January 20 of the following year.

Subd. 7. Exceptions: Incentive pay will not be granted to any employee who is discharged by the School District.

Section 15. Section 125 Plan (Flexible Spending Plan): The School District will provide a Flexible Spending Plan under the Internal Revenue code for all employees.

Subd. 1. The Section 125 Plan will be available to both active and retired staff.

Subd. 2. Description: The Section 125 Plan (Flexible Spending Plan) offered by the School District is a plan established to provide a way to save money on costs for medical and dependent care expenses. The three accounts allow payment for health insurance premiums, certain out-of-pocket health care expenses, and dependent care expenses with pre-tax dollars. It is a salary reduction plan permitting participants to choose among more than one benefit. It is classified as a "Cafeteria Plan" for federal income tax purposes.

The plan year will be determined by the School Board. There are three components to the plan:

- a) Health insurance premium deduction with pre-tax dollars. (Article 6, Section 1).
- b) Dependent care reimbursement account (employees scheduled to work 32 hours or more per week only).
- c) Medical expense reimbursement account (employees scheduled to work 32 hours or more per week only).

Section 16. Sick Leave Attendance Recognition: OAPs shall be entitled to an Attendance Recognition Stipend under the following conditions:

Subd 1. Conditions:

- Be hired on or before October 31 of the current year;
- have used the equivalent of 4 sick leave days or less;
- sick leave days converted to personal leave days are excluded;
- have a balance of at least 120 hours of accumulated sick leave on June 1 in their sick leave account;
- be an active employee, not on an approved medical leave, long-term leave or separated from ISD 279; and
- OAPs that use additional sick leave after the completed request form has been submitted may affect their eligibility and subsequently may not qualify for the stipend.

Subd. 2. If the conditions of Subd. 1 above are met, employees who have used 4.00 sick leave days or less (pro-rated based on the employee's service and assignment that year) shall qualify for a stipend of \$200.00.

Subd. 3. Verification of eligibility will be verified by Human Resources by June 30th of each year. The stipend for each year, starting July 1 and going through June 30, will be paid no later than September 30 of the following fiscal year.

Section 17. Education Stipend.

Subd. 1. Eligibility. An employee must be certified by December 31 and be of active status on February 5 to be eligible for the stipend on the following February 5. Employees who hold a bachelor's degree in a related field are

eligible for a \$300 stipend. Employees will need to submit documentation to Human Resources for verification.

ARTICLE 6 **GROUP INSURANCE**

Section 1. Health and Hospitalization Insurance (employees scheduled to work 32 or more hours weekly): The selection of insurance carriers and policies will be made by the School District or in accordance with Minnesota statutes.

Subd. 1. District Contributions for Basic Group Health and Hospitalization Plans: The District will contribute monthly up to the following amounts towards the District's Group Health Insurance premiums for employees. Any portion of the premium that exceeds the District contribution will be paid by the employee and paid by payroll deduction.

Effective July 1, 2024 – December 31, 2024

	Single	Employee +1	Family
High	\$610.42	\$947.68	\$1,518.37
Value	\$666.59	\$1,034.89	\$1,658.11
HSA Plan	\$568.15	\$1,012.92	\$1,620.65

Effective January 1, 2025 – December 31, 2025

	Single	Employee +1	Family
High	\$610.42	\$947.68	\$1,518.37
HSA Plan	\$585.19	\$1,043.31	\$1,669.27

Effective January 1, 2026

	Single	Employee +1	Family
High	\$610.42	\$947.68	\$1,518.37
HSA Plan	\$614.45	\$1,095.48	\$1,752.73

Effective 7/1/2023, employees who are a new hire and enrolling for the first time, will not be able to elect the high advantage health insurance plan. Existing high plan members will be grandfathered in.

Effective 1/1/2024, employees will no longer be able to switch into the high advantage health insurance plan.

District contributions to the HSA trust account will be made each month. Contributions for July will be made at the same time as the August contribution. In the event of hardship, the parties agree to meet and confer to discuss alternatives to the contribution timelines.

- Single HSA Coverage: \$200 per month
- Employee+1 Coverage: \$400 per month
- Family Coverage: \$400 per month

The school district will pay all administrative fees associated with the plan.

Subd. 3. Married Couples in District with Family Coverage: When an employee and their spouse are both employed by the School District and are eligible for the School District's group health and hospitalization plan, and both employees enroll in the same hospitalization plan, the full premium will be paid by the School District.

Section 2. Group Term Life Insurance: The School District will pay the full premium per year for group term life insurance for all eligible employees who qualify for and enroll in the existing group term life insurance plan of the School District. Eligible employees will include any employee who is scheduled to work 32 hours or more per week. Eligible employees who qualify and enroll will be covered by group term life insurance in the amount of \$50,000.

Section 3. Supplemental Group Term Life Insurance: Osseo Administrative Professional employees will have the option, subject to the conditions established by the School District's carrier, for group term life insurance as provided in Section 2, to purchase supplemental group term life insurance in the amounts of \$50,000, \$75,000, \$100,000, \$125,000 or \$150,000, not to exceed 3x annual salary. The cost of the supplemental coverage will be borne by the employee and paid by payroll deduction.

Section 4. Long-Term Disability Income Protection: The School District will pay the full premium per year for employee coverage in the existing long-term disability income protection plan of the School District for all eligible employees who qualify for and enroll in such coverage. Eligible employees will include any employee who is scheduled to work 32 hours or more per week. This coverage will apply to base annual salary. See LTD MOU.

Section 5. Dental Insurance:

Subd. 1. Types of Coverage:

- a) **Single Coverage:** The School District will pay up to \$28.00 per month for individual coverage for each employee scheduled to work 32 or more hours weekly and who enrolls in the School District's group dental insurance plan.
- b) **Family Coverage:** The premium cost of the family/dependent coverage for each employee scheduled to work 32 or more hours weekly and who enrolls in the School District's group dental insurance plan and who

qualifies for family/dependent coverage will be paid in total (minus the single premium coverage) by the employee and paid by payroll deduction. Whether the School District offers family/dependent coverage is subject to the conditions as established by the carriers.

Section 6. Health and Hospitalization Insurance for part-time employees (employees scheduled to work 30 hours but less than 32 hours weekly): The selection of insurance carriers and policies will be made by the School Board or in accordance with Minnesota statutes.

Subd. 1. Basic Group Health and Hospitalization Plans:

a) Single Coverage or HSA Plans:

Effective July 1, 2024 – December 31, 2024

	Single	Employee +1	Family
High	\$585.72	\$585.72	\$585.72
Value	\$639.62	\$639.62	\$639.62
HSA Plan	\$533.60	\$961.66	\$1,538.64

Effective January 1, 2025 – December 31, 2025

	Single	Employee +1	Family
High	\$585.72	\$585.72	\$585.72
HSA Plan	\$549.61	\$990.51	\$1,584.80

Effective January 1, 2026

	Single	Employee +1	Family
High	\$585.72	\$585.72	\$585.72
HSA Plan	\$577.09	\$1,040.04	\$1,664.04

Effective 7/1/2023, employees who are a new hire and enrolling for the first time, will not be able to elect the high advantage health insurance plan. Existing high plan members will be grandfathered in.

Effective 1/1/2024, employees will no longer be able to switch into the high advantage health insurance plan.

District contributions to the HSA trust account will be made each month. Contributions for July will be made at the same time as the August contribution. In the event of hardship, the parties agree to meet and confer to discuss alternatives to the contribution timelines.

- Single HSA Coverage: \$200 per month
- Employee+1 Coverage: \$400 per month

- Family Coverage: \$400 per month

The School District will pay all administrative fees associated with the plan.

Section 7. Enrollment: All employees qualifying may enroll for such coverage in accordance with the procedure established by the School District. Effective 2012-2013, employees will be allowed to waive health coverage in the District's health plan upon sufficient proof that the employee has obtained group health coverage through another source (e.g., spouse). The Human Resources department shall determine the basis for sufficient documentation of group coverage from another source. The District retains the right to re-examine waiver of health coverage on a year-to year basis. Employees who are not currently enrolled or have not previously opted out will be automatically enrolled in the District health insurance high deductible plan unless the employee submits an enrollment form either opting out of the plan or selecting another plan design option.

Section 8. Claims Against the School District: It is understood that the School District's obligation is to purchase an insurance policy and pay such amounts listed herein and no claim will be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 9. Duration of Insurance Contribution: An employee is eligible for School District contributions as provided in this Article as long as the employee is employed by the School District. Upon termination of employment, all School District participation and contribution will cease effective on the last working day of the month in which employment terminates.

Section 10. Insurance Program Eligibility in the Event of Retirement: All employees who are eligible for medical plans can participate up to the age of Medicare eligibility, age 65, and must pay the full premium. The right to continue participation in such plans, however, will be in accordance with conditions of the carrier and/or until they qualify for coverage under another program.

ARTICLE 7 **LEAVES OF ABSENCE**

Section 1. Family and Medical Leave Act:

Subd. 1. In addition to leaves and benefits provided in this Article, qualified employees may take leaves under the provisions of the Family and Medical Leave Act.

Subd. 2. A link to the United States Department of Labor's Notice to Employees of Rights under FMLA can be accessed at <https://www.dol.gov/whd/fmla/>.

Section 2. Sick Leave:

Subd. 1. Earn: All 260/261-day employees will accrue sick leave at the rate of one day per month of employment. 219= and 212= day employees will accrue 10.5 days per work year.

Subd. 2. Accumulation: Unused sick leave days may accumulate to an unlimited number of days per employee. Such accrual will be non-retroactive.

Subd. 3. Use: Sick leave with pay will be allowed by the School District whenever an employee's absence is found to have been due to illness which prevented attendance and performance of duties on that day or days, provided that the employee has unused sick leave at the time of such absence. Employees will be entitled to request sick leave in one-hour increments.

Subd. 4. An employee may utilize available sick leave, subject to the provisions of this Section and Section 7 hereof, for periods of disability relating to pregnancy, miscarriage, abortion or childbirth. Such an employee will notify Human Resources in writing no later than the end of the sixth month of pregnancy indicating their intention to utilize sick leave, and also at such time will provide a physician's statement indicating the estimated date of delivery of the child and estimated time of confinement. The definition of disability will be as reasonably determined by a licensed physician.

Subd. 5. Medical Verification: If there is a question as to the eligibility of an employee for sick leave, the School District reserves the right to verify the illness after three (3) consecutive days of illness (adhering to ESST law).

Subd. 6. Accrual Deduction: Sick leave allowed will be deducted from the employee's accrued sick leave days.

Subd. 7. Approval: Sick leave pay will be approved only upon submission of a request through the District's Absence Management System.

Subd. 8. Payroll Deductions: Any days used in excess of the number of days of sick leave accrued will be deducted from the employee's salary for the sick period during which the absence not covered by sick leave occurred.

Subd. 9. Utilization of Sick Leave Benefits During Absences Covered by Workers' Compensation and/or Long-Term Disability:

- a) Upon the request of an employee, who is absent from work as a result of a compensable injury incurred in the service of the School District, under the provisions of the Workers' Compensation Act and/or an absence covered by the School District's long-term disability insurance, the School District will pay

the difference between the compensation received by the employee pursuant to the Workers' Compensation Act and/or LTD and the employee's base rate of pay to the extent of the employee's earned accrual of sick leave.

- b) A deduction will be made from the employee's accrued sick leave according to the pro rata portion of days of sick leave which is used to supplement Workers' Compensation and/or LTD payments.
- c) Such payment will be paid by the School District to the employee only during the period of disability.
- d) In no event will the additional compensation paid to the employee by virtue of sick leave pay result in the payment of total daily, weekly, or monthly compensation that exceeds the base compensation of the employee.
- e) An employee who is absent from work as a result of an injury compensable under the Workers' Compensation Act and/or an absence qualifying the employee for LTD payments, who elects to receive sick leave pursuant to these terms and conditions of employment, will submit the Workers' Compensation check and/or LTD payment endorsed to the School District prior to receiving payment from the School District for this absence.
- f) An employee who is unable to perform their duties and responsibilities due to a physical assault resulting in an injury which occurs while on duty as a result of a work-related incident will be entitled to compensation without use of sick leave for up to fifteen (15) days of absence per incident. Any additional days needed by the employee without the use of sick leave will be mutually agreed to in collaboration between the district and union. The district may require employee to be seen by a district selected medical provider and provide documentation that outlines return to work conditions. Thereafter, the compensation will be paid per a. through e. of this Subdivision.

Section 3. Family Illness:

Subd. 1. Use: Osseo Administrative Professional employees will be granted ten days absence per year, due to illness in the employee's or spouse's immediate family that may or may not otherwise be covered under the Family and Medical Leave Act (FMLA) and/or state statute. The immediate family will include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian and any other relative or non-relative who stands in the same relationship with the employee. These days will be deducted from accrued sick leave. If the employee does not have sufficient accrued sick leave, there will be a salary reduction based on the employee's daily rate of pay.

Section 4. Bereavement Leave:

Subd. 1. Use – Immediate Family: Employees will be granted up to but not to exceed five days for absence due to death of each member of the employee's or spouse's immediate family. The immediate family will include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian and any other relative or non-relative who stands in the same relationship with the employee. Such absences will be deducted from accrued sick leave. If the employee does not have sufficient accrued sick leave, there will be a salary reduction based on the employee's daily rate of pay. Additional absence, not to exceed five additional days, may be granted by Human Resources.

Subd. 2. Use – Not Immediate Family: Absence due to the death of a person, not listed in Subd. 1, will be limited to one day per occurrence per year. Such absence will be deducted from accrued sick leave. If the employee does not have sufficient accrued sick leave, there will be a salary reduction based on the employee's daily rate of pay.

Section 5. Personal Leave: An employee (212 days, 219 days, or 260/261 days) will be credited a leave of no more than one personal leave day per year, accumulative to five days. Personal leave may be used for activities requiring the employee's personal attention not covered under other provisions of these terms and conditions of employment.

Subd. 1. Requests: Requests for personal leave must be submitted to Human Resources at least three days in advance of the leave, except in event of emergencies. The day(s) will not be deducted from sick leave except pursuant to subdivision 3.

Subd. 2. Limit: At no time will more than five percent of the employees covered by these terms and conditions of employment be granted personal leave.

Subd. 3. Additional Days: May be granted after the exhaustion of personal leave days under the following provision and cannot be accumulated:

a) **Sick Leave Deduction:** Two additional days under the provisions of this section may be granted after the employee has completed the probationary period. These days will be deducted from the employee's accrual of sick leave.

Subd. 4. Exclusion: A personal leave day will typically not be granted for the first or last day of the student school year. The leave will only be granted for special circumstances with written explanation by the employee and approval of Human Resources.

Section 6. Jury Duty: An employee summoned to jury duty will be granted time off with pay.

Subd. 1. Notice to District: Employees who receive a summons for jury duty are to notify Human Resources immediately of the proposed dates of service.

Subd. 2. Remittance of Stipend: Employees who receive a stipend for jury duty are to reimburse the School District for the amount received, minus the mileage and parking allowance, if they were on jury duty during school time. Such reimbursement will not exceed the employee's daily wage.

Subd. 3. Pay: Employees will have no loss of pay as a result of being summoned for jury service if the provisions of Subd. 1 and 2. of this section are completed. Failure to do so will result in the deduction of pay for the day(s) of work missed.

Subd. 4. Commencement of Leave: Employees on-call for jury duty will need to report to work until they are summoned to appear for jury duty. Failure to do so will result in a deduction of pay for the days of work missed.

Section 7. Child Care Leave:

Subd. 1. Purpose: An employee may be granted a childcare leave of absence according to the procedures outlined in this Section. This leave will be granted to one parent of a newborn child provided such parent is caring for the child on a full-time basis.

Subd. 2. Request: A pregnant employee will notify Human Resources in writing, not later than the end of the sixth month of pregnancy, and, also at such time provide a physician's statement indicating the estimated date of delivery of the child.

A non-childbearing employee will make a request for such leave not less than 90 days in advance of usage. The employee will submit a written request to Human Resources for child care leave, including commencement date and return date. Once a childcare leave commences pursuant to this Section, an employee will not be eligible for sick leave pursuant to Section 1 hereof.

Subd. 3. Pregnancy: If the reason for the childcare leave is occasioned by pregnancy, an employee may utilize sick leave pursuant to the sick leave provisions of these terms and conditions of employment during a period of physical disability. During this period of disability, the employee will be required to concurrently take a leave pursuant to the Family/Medical Leave Act (FMLA), if eligible. A pregnant employee will also provide at the time of the leave application, a statement from her physician indicating the expected date of delivery.

Subd. 4: Date of Leave: The effective beginning date of such leave and its duration, or resignation if the employee so elects, will be determined by Human Resources and submitted to the School Board for its action.

In recommending the effective date of commencement and duration of the leave or the effective date of the resignation, Human Resources will review each case on its individual merits taking into consideration the following:

- a) The request of the employee
- b) The specific employment duties of the employee involved
- c) The health and welfare of the employee or unborn child
- d) The recommendation of the employee's physician

Subd. 5. Duration: In making a determination under Subd. 4 concerning the commencement and duration of a childcare leave of absence or resignation, if the employee elects to resign, the School District may, but will not in any event be required to:

- a) Grant any leave more than 12 months in duration
- b) Permit the employee to return to employment prior to the date designated in the request for childcare leave, unless by mutual agreement of the employee and the School District.

Subd. 6. Approval of Leave: If the employee complies with all provisions of this Section and childcare leave is granted, the School District will notify the employee in writing of its action.

Subd. 7. Termination of Leave: Interruption of pregnancy will terminate the childcare leave. Human Resources may require, in all cases, 45 days' notice to return.

Subd. 8. Reinstatement: An employee returning from childcare leave will be re-employed in the position occupied prior to the leave, subject to the following conditions.

- a) That the position has not been abolished.
- b) That the employee is not physically or mentally disabled from performing the duties of such position.

Subd. 9. Failure to Return: Failure of the employee to return pursuant to the date determined in this Section may constitute grounds for termination in the School District.

Subd. 10. Probationary Period: The parties agree that the applicable periods of probation for employees, as set forth, are intended to be periods of actual service enabling the School District to have the opportunity to evaluate an employee's performance. The parties agree, therefore, that periods of time for which the employee is on childcare leave will not be counted in determining the completion of the probationary period.

Subd. 11. Salary: The parties further agree that any childcare leave of absence granted under this Section will be a leave without pay.

Subd. 12. Experience Credit: An employee who returns from childcare leave within the provisions of this Section will retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of these terms and conditions of employment at the commencement of the leave. The employee will not accrue additional experience credit for pay purposes or leave time during the period of absence.

Subd. 13. Insurance: An employee on childcare leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions but will pay the entire premium in accordance with FMLA, for such programs as the employee wishes to retain. The right to continue participation in such group insurance programs, however, will terminate if the employee does not return to the School District pursuant to this Section.

Subd. 14. Notification of Return: An employee on childcare leave will be sent a notice of assignment from Human Resources no less than 30 days prior to the specified return of said leave. The employee will lose all re-employment rights if the employee refuses or fails to return the notice of assignment within ten days.

Section 8. Adoption/Foster Care Leave: An employee may, upon request, be granted a leave for the adoption/foster care of a child.

Subd. 1. Request: An employee making application for adoption/foster care leave will inform Human Resources in writing of intention to take the leave at least three calendar months before commencement of the intended leave.

Subd. 2. Date of Leave: The effective beginning date of such leave and its duration or resignation if the employee so elects, will be determined by Human Resources and submitted to the School Board for action.

Subd. 3. Use of Sick Leave: An employee may request to use up to 15 days of personal sick leave to assist in needed medical and health care for the child, commencing the date of the child's arrival in the employee's custody.

Subd. 4. Duration: In making a determination concerning the commencement and duration of an adoption/foster care leave, the School District will not in any event, be required to:

- a) Grant any leave more than 12 months in duration.
- b) Permit the employee to return to their employment prior to the date designated in the request for adoption/foster care leave.

Subd. 5. Reinstatement: An employee returning from adoption/foster care leave will be re-employed in the position occupied prior to the leave, subject to the following conditions:

- a) That the position has not been abolished.
- b) That the employee is not physically or mentally disabled from performing the duties of such position.

Subd. 6. Failure to Return: Failure of the employee to return pursuant to the date determined under this Section will constitute grounds for termination.

Subd. 7. Probationary Period: The parties agree that the applicable periods of probation for the employees are intended to be periods of actual service enabling the School District to have opportunity to evaluate the employee's performance. The parties agree, therefore, that periods of time for which the employee is on adoption/foster care leave will not be counted in determining the completion of the probationary period.

Subd. 8. Experience Credit: The employee who returns from adoption/foster care leave within the provisions of this Section will retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of these terms and conditions of employment at the commencement of the leave. The employee will not accrue additional experience credit for pay purposes or leave time during the period of absence.

Subd. 9. Insurance: An employee on adoption/foster care leave is eligible to participate in group health or dental insurance programs if permitted under the insurance policy provisions, but will pay the entire premium in accordance with FMLA, for such programs the employee wishes to retain, commencing with the leave. The right to continue participation in such group insurance programs will terminate if the employee does not return to the School District pursuant to this Section.

Subd. 10. Notification to Return: An employee on adoption/foster care leave will be sent a notice of assignment from Human Resources at least 60 days prior to the specified return date of said leave. The employee will lose all re-employment

rights if the employee refuses or fails to return the notice of assignment within ten days.

Subd. 11. Salary: The parties agree that any adoption/foster care leave granted under this Section will be leave without pay.

Section 9. Long-Term Leave: Employees scheduled to work 32 or more hours weekly and who have completed a minimum of three years of experience in the School District may apply for an unpaid leave of absence once during their district employment.

Subd. 1. Duration: Leave may be granted for a period of time not to exceed one year. Additional leaves may be granted at the discretion of Human Resources.

Subd. 2. Insurance: An employee on an approved long-term leave is eligible to continue participating at the employee's own expense in the health and hospitalization program of the School District. This participation will be subject to the conditions prescribed by the insurance carrier.

Subd. 3. Benefit Accrual: An employee on an approved leave will retain their accrued benefits as of the beginning date of the leave. No benefits will accrue during the period the employee is on leave.

Subd. 4. Purpose: Consideration for granting long-term leaves will be given for:

Education	Health
Election to Political Office	Retraining or Career Change (out of unit only)
Family Reasons	

Subd. 5. Requests: Requests for leaves must be made at least 30 days in advance and submitted to the administrator in charge for their recommendation. Final approval will be made by Human Resources.

The number of staff on approved leave for education or training or career change in any school year will not exceed five percent of the total Osseo Administrative Professionals employee staff.

Subd. 6. Reinstatement – Education or Retraining or Career Change: An employee returning from long-term leave from education or retraining or career change will be re-employed in the position occupied prior to the leave, subject to the following conditions:

- a. The position is vacant;
- b. the position has not been abolished; and

- c. the employee is not physically or mentally disabled from performing the essential duties of such position.

If the prior position is not vacant, the employee will be re-employed in a position in the same classification occupied prior to the leave, subject to ability to perform duties. If there is not a vacant position in the same classification, the OAP will have rights to a vacant position in the same classification for up to 12 months from the end of their long-term leave, if such position becomes available, and the employee is not physically or mentally disabled from performing the duties of such position.

Subd. 7. Reinstatement – Election to Political Office or Health: An employee returning from long-term leave from election to political office or for health reasons will be re-employed in the position occupied prior to the leave, subject to the following conditions:

- a) That the position has not been abolished.
- b) That the employee is not physically or mentally disabled from performing the duties of such position.
- c) If the position has been abolished, the employee will be placed into an open position in their classification.
- d) If there is no open position in their classification, the least senior employee in that classification will be bumped.

Subd. 8. Notice to Return: An Osseo Administrative Professional employee on long-term leave will be sent a notice of assignment from Human Resources according to the following schedule:

- a) At least 90 days prior to the specified return date of said leave when the return date of said leave was intended to coincide with the opening of school.
- b) At least 60 days prior to the specified return of said leave when such date falls at any other time during the school year.

Subd. 9. Failure to Return Notice: The employee will lose all re-employment rights if the employee refuses or fails to return the notice within ten days.

Section 10. Short-Term Leave: Ten Days or Less: Employees may apply for a short-term leave of absence.

Subd. 1. Salary: Short-term leave will be without pay.

Subd. 2. Duration: Short-term leave may be granted for not more than ten working days during the period of these terms and conditions of employment.

Subd. 3. Requests: Requests for short-term leave will be made five days in advance except in the case of emergencies. The request will be on a leave of absence request (PF 22) and will clearly state the reason for such request.

Any special conditions or arrangements established by the administrator for a short-term leave will be in writing to the individual requesting the leave. All conditions established must be met to be eligible for the leave.

Subd. 4. Approval: Short-term leave will be granted only in extraordinary circumstances and must be approved by Human Resources. It will only be approved if all vacation or personal days have been exhausted.

Subd. 5. Eligibility: Short-term leave will normally be available not more than once each year of these terms and conditions of employment.

Subd. 6. Limit: The number of staff on short-term approved leave at any given time will not exceed five percent of the employees covered by these terms and conditions of employment.

Section 11. Religious Leave:

Subd. 1. Use: Osseo Administrative Professional personnel may be granted up to three days of religious leave. Osseo Administrative Professional personnel must make application, including a brief summary of details of the request, to Human Resources at least three days prior to the religious leave. Human Resources will notify the employee's supervisor to make the necessary arrangements allowing the employee to make up the days at some other prearranged time. However, an employee may utilize provisions outlined in Article 7, Section 5. Personal Leave, or Article 7, Section 2. Sick Leave, or Article 5, Section 6. Vacation, if so desired. If the employee chooses none of the options as outlined herein, the leave will be granted with full loss of pay.

Section 12. Union Leave:

Subd. 1. Use: The Osseo Administrative Professional group will be granted up to 80 hours leave per year to conduct the business of the union. If used, the union president will designate these hours. The cost of these hours will be billed to Education Minnesota – Osseo OAP in the amount equal to the substitute rate of pay if a substitute is required. Requests for such leave will be made to Human Resources at least five days in advance. The requirement for five days' notice can be waived in the event of an emergency or special circumstance.

Subd. 2. Negotiations/Mediation Leave: When it is mutually agreed by the parties to schedule collective bargaining related meetings during the employee work day, members of the OAP bargaining team will be afforded paid leave to participate in bargaining/mediation sessions with the School District. Such hours will not be charged against Subd. 1. Use, above.

Section 13. Unexcused Absences: Employees who are absent without approved leave (with the exception of emergencies) may be subject to the progressive discipline process, up to and including discharge from employment.

Section 14. Eligibility for Leaves and Absences: Only employees who are in an assignment for the full school term or year are eligible for leave and absence benefits.

ARTICLE 8 **GRIEVANCE PROCEDURE**

Section 1. Grievance Definition: A “grievance” will mean an allegation by an employee regarding a dispute or disagreement between the employee(s) and the School District as to the interpretation or application of terms and conditions of employment insofar as such matters are contained in these terms and conditions of employment.

Section 2. Representative: The employee, supervisor, or School Board may be represented during any step of the procedure by any person or agent designated by such party to act on the employee’s behalf.

Section 3. Definitions and Interpretations:

Subd. 1. Extension: Time limits specified in these terms and conditions of employment may be extended by mutual agreement.

Subd. 2. Days: Reference to days regarding time periods in this procedure will refer to working days. A working day is defined according to the school calendar for OAP unit members, except during summer break when all week days not designated as holidays by state law are working days.

Subd. 3. Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period of time begins to run will not be included. The last day of the period so computed will be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

Subd. 4. Filing and Postmark: The filing or services of any notice or document herein will be timely if it bears a postmark of the United States mail within the time period or if verifiable through other means.

Section 4. Time Limitation and Waiver: Grievances will not be valid for consideration unless the grievance is submitted in writing to the School Board's designee, setting forth the facts and the specific provision of these terms and conditions of employment allegedly violated and the particular relief sought within 20 days after the date the event giving rise to the grievance occurred. Failure to file any grievance within such period will be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided will constitute a waiver of the grievance. An effort will first be made to adjust an alleged grievance informally between the employee and the School Board's designee.

Section 5. Adjustment of Grievance: An OAP unit member filing a written grievance without the consent of Education Minnesota – OSSEO OAP will bear all costs of the grievance. Any decision on any grievance, at any level, without the representation of Education Minnesota – OSSEO OAP will have no precedential effect on this Agreement, or on any future grievances. The School Board, the OAP member, and Education Minnesota – OSSEO OAP will attempt to adjust grievances which may arise during the course of employment of any OAP unit member within the School District in the following manner:

Subd. 1. Informal Discussion: Before a written grievance is submitted, informal discussions will take place between the aggrieved party and the supervisor. Through these discussions the parties will attempt to resolve the problem.

Subd. 2. Level 1: If the grievance is not resolved through informal discussions between the employee and their supervisor, the aggrieved party may submit the grievance in writing to Human Resources. Human Resources will give a written decision on the grievance to the parties involved within ten days after receipt of the written grievance.

Subd. 3. Level 2: In the event the grievance is not resolved in Level 1, the decision rendered may be appealed to the superintendent, provided such appeal is made in writing within five days after receipt of the decision in Level 1.

If a grievance is properly appealed to the superintendent, the superintendent or designee will set a time to meet regarding the grievance within 15 days after receipt of the appeal. Within ten days after the meeting, the superintendent or designee will issue a decision in writing to the parties involved.

Subd. 4. Level 3: In the event the grievance is not resolved in Level 2, the decision rendered may be appealed to the School Board, provided such appeal is made in writing within five days after receipt of the decision in Level 2. If a grievance is properly appealed to the School Board, the School Board will set a time to hear the grievance within 20 days after receipt of the appeal. Within 20 days after the meeting, the School Board will issue its decision in writing to the

parties involved. At the option of the School Board, a committee or representative(s) of the School Board may be designated by the School Board to hear the appeal at this level and report its findings and recommendations to the School Board. The School Board will then render its decision.

Section 6. School Board Review: The School Board reserves the right to review any decision issued under Level 1 or Level 2 of this procedure, provided the School Board or its representative notifies the parties of its intention to review within ten days after the decision has been rendered. In the event the School Board reviews a grievance under this Section, the School Board reserves the right to reverse or modify such decision.

Section 7. Denial of Grievance: Failure by the School Board or its representative to issue a decision within the time periods provided herein will constitute a denial of the grievance and the employee may appeal it to the next level.

Section 8. Arbitration Procedures: In the event that the employee and the School Board are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein:

Subd. 1. Request: A request to submit a grievance to arbitration must be in writing, signed by the aggrieved party, and such request must be filed in the office by the superintendent within ten days following the decision in Level 3 of the grievance procedure.

Subd. 2. Prior Procedure Required: No grievance will be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties will, within ten days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the Bureau of Mediation Services to appoint an arbitrator, pursuant to PELRA, providing such request is made within 20 days after request for arbitration. The request will ask that the appointment be made within 30 days after the receipt of said request. Failure to agree upon an arbitrator or the failure to request an arbitrator from the Bureau of Mediation Services within the time periods provided herein will constitute a waiver of the grievance.

Subd. 4. Hearing: The grievance will be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate and the parties will have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments, relating to the issues before the arbitrator. The proceeding before the arbitrator will be a hearing *de novo*.

Subd. 5. Decisions: The decision by the arbitrator will be rendered within 30 days after the close of the hearing. Decisions by the arbitrator in cases properly before the arbitrator will be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided for in PELRA.

Subd. 6. Expenses: Each party will bear its own expenses in connection with arbitration including expenses relating to the party's representative, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording will be made of the hearing at the request of either party. The parties will share, equally, fees and expenses of the arbitrator, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. The cost of a transcript or recording will be borne by the requesting party.

Subd. 7. Jurisdiction: The arbitrator will have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator will not extend to proposed changes in terms and conditions of employment as defined herein and contained in these terms and conditions of employment; nor will an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor will the jurisdiction of the arbitrator extend to matters on inherent managerial policy, which will include but are not limited to such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, the selection and direction and number of personnel.

In considering any issue in dispute, in its order, the arbitrator will give due consideration to the statutory rights and obligations of the public school boards to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

ARTICLE 9

DURATION

Section 1. Terms: These terms and conditions of employment will remain in full force and effect for a period commencing on July 1, 2024, through June 30, 2026 and thereafter until modifications are made pursuant to PELRA. In the event a successor Agreement is not entered into prior to June 30, 2026, employees will be compensated according to the last agreement executed. If the Exclusive Representative desires to modify or amend this Agreement, it will give written notice of such intent no later than May 31, 2026.

Section 2. Effect: These terms and conditions of employment constitutes the full and complete terms and conditions of employment for Osseo Administrative Professionals of

Independent School District 279. The provisions herein relating to terms and conditions of employment supersede any and all prior agreements, resolutions, practices, School District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

Section 3. Severability: The provisions of these terms and conditions of employment will be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it will not affect any other provisions of these terms and conditions of employment or the application of any provision thereof.

**MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)**

TOPIC: Substitute Assignments; Long-Term Leaves

EFFECTIVE DATES: July 1, 2024, through June 30, 2026

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279, and Education Minnesota – OSSEO, Osseo Administrative Professionals, relating to temporary substitute assignments in certain circumstances where an employee is on long-term leave.

PURPOSE: The purpose of this MOU is to provide a framework for filling temporary substitute assignments for employees on long-term leaves that will maximize service to our students, while protecting the rights and interests of affected employees.

CONDITIONS:

The following process shall be utilized when a substitute is needed to fill the assignment of an employee who is on long-term leave, which consists of four weeks or more, or when the parties mutually agree upon a shorter amount of time.

1. First, the site supervisor shall attempt to adjust work schedules for employees within the OAP unit to ensure the necessary work gets completed while an employee is on long-term leave.
2. If the site supervisor determines that adjusting work schedules within the OAP unit is not feasible or desirable, the Human Resources Department shall establish and maintain a list of potential substitutes comprised of recent OAP retirees and/or OAP employees who have left the District in good standing.
3. If a site supervisor determines that a substitute is needed to fill the assignment of an employee who is on long-term leave, the Principal or their designee shall first consider a temporary substitute from the list established by the Human Resources department. The Principal or their designee has the right to decide whether any of the candidates on the substitute list will adequately meet their needs, and the decision as to whether a substitute is chosen from the list shall solely rest with the Principal or their designee.

4. If a substitute is chosen from the list, the substitute shall be paid based on the table below. The substitute shall not be eligible for any benefits contained in the collective bargaining agreement between the District and Education Minnesota – OSSEO, Osseo Administrative Professionals.

OAP Retirees	\$24.00 per hour, OR their previous hourly rate at retirement, whichever is higher.
OAP Employees*	\$24.00 per hour, OR their previous hourly rate at termination, whichever is higher.

* Must have left the district in good standing to qualify.

5. If a substitute is not chosen from the list, the District and Education Minnesota – OSSEO, Osseo Administrative Professionals agree to meet and confer to determine the best options to address the temporary vacancy. The parties agree that other employee groups and site supervisors may be included in the meet-and-confer process.
6. This Memorandum of Understanding shall set no precedent for any of the parties.

**MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)**

TOPIC: OAP Retirement Incentive Pay

EFFECTIVE DATES: July 1, 2024, through June 30, 2026

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279, and Education Minnesota – OSSEO, Osseo Administrative Professionals, relating to OAP retirement incentive pay.

Agreement:

1. Effective on the date this MOU is signed by both parties, the District will contribute 100% of payments to eligible employees under Article 5, Section 14, Subd. 3 (sick leave) into a Health Reimbursement Arrangement (HRA) that complies with all applicable state and federal laws;
2. The District will make all payments subject to the timeline and payment schedule in Article 5, Section 14.
3. OAPs who qualify for the retirement incentive will have a letter in their personnel file indicating that they are eligible as long as conditions described in Article 5 Section 14, Subd. 3 (sick leave) are met at time of retirement.
4. This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements. This MOU does not set any precedent or past practice regarding severance payments.
5. This MOU will expire on June 30, 2026, unless both Parties agree in writing to extend, modify or incorporate the MOU into the Collective Bargaining Agreement.

**MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)**

Limits to Long-term Disability Coverage

TOPIC: Potential Plan Design Change - Long-term Disability Insurance Coverage

EFFECTIVE DATE: Upon ratification

The plan design for long-term disability coverage for chemical dependency and mental health may be changed. These changes will only go into effect contingent on the agreement of all other bargaining groups in the Osseo Area School District, approval of the Insurance Advisory Committee and approval by the School Board. If no agreement is reached among the groups, or if the Insurance Advisory Committee and/or School Board do not approve the design of the request for proposal (RFP) and/or the bid/proposal itself, this language will be null and void. In the interim follow Article 6, Section 4.

**MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)**

TOPIC: ESST Language

EFFECTIVE DATE: Upon ratification of contract

PURPOSE:

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 and Education Minnesota – Osseo, Osseo Administrative Professionals (OAP) relating to the mutual agreement to discuss ESST language as it applies to various leaves of absence in Meet and Confer.

**MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)**

TOPIC: Probation and Permanent Status LMC MOU

EFFECTIVE DATE: Upon ratification through June 30, 2026

A Labor Management Committee (LMC) will be developed to explore Probation and Permanent Status language and policy (Article 5, Section 10) in regards to new OAPs.

**MEMORANDUM OF UNDERSTANDING BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
OSSEO ADMINISTRATIVE PROFESSIONALS (OAP)**

TOPIC: Vacation Allowance LMC MOU

EFFECTIVE DATE: Upon ratification through June 30, 2026

A Labor Management Committee (LMC) will be developed to explore the option of calculating vacation allowance for current district staff moving into a 32 or more hours per week AND 260/261 days per year position within the OAP contract.