

MEMORANDUM OF UNDERSTANDING
between
OSSEO AREA SCHOOLS, ISD 279
and
EDUCATION MINNESOTA – OSSEO ESP

EFFECTIVE DATE: upon signing through June 30, 2027

TOPIC: Displaced ESP's

PURPOSE:

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279, and Education Minnesota – OSSEO Educational Support Professionals, relating to the displacement of ESP's.

The purpose of this MOU is to address those ESPs who will be displaced for the 2026-2027 school year. These employees will be provided with a list of open positions during staffing and can select up to 3 positions in their current classification that they desire. The District will move them into one of these positions based on seniority.

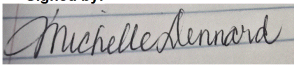
ESP's not selecting the above option may be placed on a waiting list for up to one year (provided they give the district a position that they desire). If the desired position opens, they will be recalled back to that position without a loss of step in pay. If the ESP declines the position, they will be removed from the recall list.

This MOU shall set no precedent between the parties. Should any conflicts occur, the contract language will prevail.

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

Education Minnesota – OSSEO
Educational Support Professionals

Osseo Area Schools, ISD 279

Signed by:

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Signed by:

3E4BF19444C84ED...

President

Director, Human Resources

3/5/2026

3/5/2026

Date

Date