

MEMORANDUM OF UNDERSTANDING
2026-2027 Staff Assignments

EFFECTIVE DATES: February 1, 2026 – June 30, 2026

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota-OSSEO, Local 1212 (“Union”).

PURPOSE:

Due to emergency circumstances impacting elementary programming during the 2025–2026 school year, the district has identified a temporary need for certain elementary teachers to provide online instruction beginning in February 2026 through the end of the 2025–2026 school year.


The parties agree that these temporary reassignments will not result in a loss of assignment rights for the 2026–2027 school year.

- a. Elementary teachers who are reassigned to provide online instruction beginning February 2026 will be considered temporarily reassigned for the remainder of the 2025–2026 school year only.
- b. Any teacher temporarily reassigned under this MOU shall be considered assigned to the same position held immediately prior to the February 2026 reassignment, including: same building, same FTE, same licensure area, and same grade level and/or subject assignment.
- c. Work assignments for the 2026-2027 school year will be determined during the Spring 2026 staffing process based on projected student enrollments, state funding and other budgetary factors. Teachers covered by this MOU shall participate in the Spring 2026 staffing process consistent with their original assignment status as if the temporary reassignment had not occurred.
- d. Collective bargaining agreement language or other executed MOUs pertaining to notification of assignments and work hours will be followed unless there is mutual agreement from the parties to consider other agreements based on current needs at the time.
- e. This temporary assignment will not be considered a voluntary transfer or result in a loss of seniority.

This MOU will not establish precedent or modify the collective bargaining agreement beyond the duration of this MOU. Any conflicts regarding this agreement will be handled through the Meet & Confer process or grievance process in the collective bargaining agreement.

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

Education Minnesota- Osseo

Signed by:

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President

3/5/2026

Date

Osseo Area Schools, ISD 279:

Signed by:

3E4BF19444C84ED...
Director of Human Resources

3/5/2026

Date