

MEMORANDUM OF UNDERSTANDING
between
OSSEO AREA SCHOOLS, ISD 279
and
HOURLY TECHNICAL PERSONNEL

DATE: July 1, 2025

TOPIC: Salary Ranges of Hourly Technical Personnel

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (the District), and Hourly Technical Personnel, relating to the salary ranges in Article 4 Basic Schedule and Rates of Pay, Section 2 Salary and Wage Scale, Subdivision 1 Classifications and Hourly Rates in the 2024-2026 contract.

PURPOSE:

The purpose of this MOU is to revise the salary ranges within the 2024-2026 Hourly Technical Personnel contract.

CONDITIONS:


The District and Hourly Technical Personnel agree to the following:

1. Following an independent compensation and classification study, a new proposed pay plan was developed for nine contract groups. The pay plan includes the Hourly Technical Personnel classifications listed in Article 4, Section 2, subdivision 1 of the contract.
2. These salary ranges are effective on July 1, 2025.
3. The minimum to midpoint of each pay grade will serve as a guide for the hiring range. Initial placement will be determined based on education, experience, internal equity and/or whether the position is hard-to-fill.
4. If an employee reaches the New Maximum salary, any negotiated Salary Enhancements will be paid as a stipend and will not affect base salary.

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

Hourly Technical Personnel

Osseo Area Schools, ISD 279

Signed by:

8CAFE0B862D84D8...
 Representative

Signed by:

3E4BF19444C84ED...
 Director, Labor Relations

3/10/2026

 Date

3/10/2026

 Date

Title	New Pay Grade	New Minimum/Midpoint/Maximum Effective 7-1-2025
Applications Analyst	110	\$34.51 / \$42.93 / \$51.34
Electronic Services Lead Technician	109	\$32.48 / \$40.40 / \$48.32
Video Producer	109	\$32.48 / \$40.40 / \$48.32
Graphic Designer/Photographer	107	\$28.77 / \$35.79 / \$42.80
Human Resource Analyst	107	\$28.77 / \$35.79 / \$42.80
Media and Information Support Specialist	107	\$28.77 / \$35.79 / \$42.80
Transportation Analyst	107	\$28.77 / \$35.79 / \$42.80
Transportation Router	107	\$28.77 / \$35.79 / \$42.80
Accounting Specialist	106	\$27.08 / \$33.68 / \$40.28
Community Education Support Application Specialist	106	\$27.08 / \$33.68 / \$40.28
Lead Food Service Specialist	106	\$27.08 / \$33.68 / \$40.28
Purchasing Specialist	106	\$27.08 / \$33.68 / \$40.28
Support Application Specialist III	106	\$27.08 / \$33.68 / \$40.28
Technical Support Specialist III	106	\$27.08 / \$33.68 / \$40.28
Support Application Specialist II	104	\$23.99 / \$29.84 / \$35.68
Technical Support Specialist II	104	\$23.99 / \$29.84 / \$35.68
Press Person	103	\$22.58 / \$28.08 / \$33.58
Repair Technician	103	\$22.58 / \$28.08 / \$33.58
Technical Support Specialist I	103	\$22.58 / \$28.08 / \$33.58
Family Services Assistants	102	\$21.25 / \$26.43 / \$31.61
Water Safety Instructors	102	\$21.25 / \$26.43 / \$31.61
Laundry Workers	101	\$20.00 / \$24.88 / \$29.75

Salary ranges will be benchmarked again in 2028. Hard-to-fill positions will be benchmarked more often. The maximum represents growth and subject matter expertise in the position/job class.

Hiring range (posted) will be minimum - midpoint. Exceptions to the hiring range will be made if justified by data demonstrating the position is hard-to-fill.