

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**OSSEO AREA SCHOOLS, ISD 279**  
**and**  
**LICENSED COORDINATOR MANAGEMENT PERSONNEL**

DATE: July 1, 2025

TOPIC: Salary Ranges of Licensed Coordinator Management Personnel

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (the District), and Licensed Coordinator Management Personnel, relating to the salary ranges in Article VI Compensation and Conditions, Section 1 Salary Plan, Subd 1 Salary Ranges in the 2023-2025 contract.

PURPOSE:

The purpose of this MOU is to revise the salary ranges within the 2023-2025 Licensed Coordinator Management Personnel contract.

CONDITIONS:


The District and Licensed Coordinator Management 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 Licensed Coordinator Management Personnel classifications listed in Article VI, Section 1, 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.
5. An equity review will occur during the 25-26 school year.

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

Licensed Coordinator Management Personnel

Osseo Area Schools, ISD 279

DocuSigned by:  
  
 991605EFEA62481...  
 Representative

Signed by:  
  
 3E4BF19444C84FD...  
 Director, Labor Relations

3/16/2026  
 \_\_\_\_\_  
 Date

3/17/2026  
 \_\_\_\_\_  
 Date

<b>Title</b>	<b>Workdays</b>	<b>New Pay Grade</b>	<b>New Minimum/Midpoint/Maximum Effective 7-1-2025</b>
Coordinator, Health Services	218	121	\$119,987 / \$139,785 / \$159,583
Coordinator, Title 1, MTSS, & TAG	218	121	\$119,987 / \$139,785 / \$159,583
Coordinator, Early Childhood Education	218	121	\$119,987 / \$139,785 / \$159,583
Coordinator, Adult Education & Adults with Disabilities	218	121	\$119,987 / \$139,785 / \$159,583
Coordinator, ELL	218	121	\$119,987 / \$139,785 / \$159,583
Coordinator, American Indian Education	218	121	\$119,987 / \$139,785 / \$159,583
Coordinator, Digital Learning and Instructional Media	218	121	\$119,987 / \$139,785 / \$159,583
Literacy Coordinator	218	121	\$119,987 / \$139,785 / \$159,583
Student Services Administrator	218	121	\$119,987 / \$139,785 / \$159,583

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.