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MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO
LOCAL 1212
EDUCATION MINNESOTA
AMERICAN FEDERATION OF TEACHERS
NATIONAL EDUCATION ASSOCIATION
AFL – CIO

TOPIC: RN 12-month positions

EFFECTIVE DATE: October 1, 2026 – June 30, 2028

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 ("District"), and Education Minnesota – OSSEO, ("Union"), relating to the creation of 12-month RN positions within the RN/LPN unit. These positions will be incorporated into the Collective Bargaining Agreement for Registered Nurses and Licensed Practical Nurses.

Section 1. Purpose: During 2024 - 2026 contract negotiations, the parties identified an interest in reviewing existing 10-month positions and exploring opportunities to provide year-round employment through available summer work. The purpose of this MOU is to establish 12-month RN positions that support District operations and align with the District's mission, core values, and strategic objectives.

Section 2. Conditions: The following conditions shall apply to the 12-month position:

1. Newly created 12-month positions shall be posted internally for ten (10) days. Thereafter, vacancies shall be posted in accordance with the provisions of the Collective Bargaining Agreement. Qualified internal applicants shall be considered prior to external posting.
2. Positions shall be posted externally only if a vacancy exists in a school-year position.
3. The position shall be a 260- or 261-day position, consistent with the District calendar.
4. During student contact days, as defined by the District calendar, the employee shall perform the duties of their assigned RN position.
5. During the summer months, the employee shall be assigned duties within Community Education programs, based on operational needs and available programming.
6. On non-student contact days, excluding District paid holidays, the employee will be assigned to perform duties within the Kidstop program based on program needs.
7. Employees in a 12-month position shall be eligible for twelve (12) paid holidays in accordance with the District's holiday calendar.
8. Employees in a 12-month position shall accrue twelve (12) days of sick time.

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9. Employees in a 12-month position shall accrue vacation as follows:

Years of Employment in the Bargaining Unit	Annual Vacation Credit
0-4 years	80 hours
5-10 years	120 hours
11 years	128 hours
12 years	136 hours
13 years	144 hours
14 years	152 hours
15 years	160 hours
19+ years	200 hours

   a. Employees shall be credited vacation on July 1st each year
   b. The maximum carryover of vacation will be 80 hours. The maximum payout of vacation upon termination of employment will be 160 hours.
   c. Vacation must be scheduled and approved in advance by the employee's supervisor. Vacation will not normally be approved during:
      i. The first and last week of the school year;
      ii. The first two (2) weeks of summer Community Education programming to include set up and first week with students; and
      iii. The final week of summer Community Education programming.
   d. An employee resigning prior to an earned vacation period is entitled to a pro rata share of vacation time or vacation pay earned. Overuse of earned vacation due to yearly front loading on July 1, will result in the employee owing the district backpay for any vacation time used, but not yet accrued at the date of resignation/retirement.

10. Employees in a 12-month position shall be credited with one personal day per year, accumulative to five days.
11. Previously accrued sick leave and personal leave balances shall be retained.

This MOU shall set no precedent between the parties. All other provisions of the collective bargaining agreement apply. Any conflicts regarding this agreement will be handled through the grievance process in the collective bargaining agreement.

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

Signed by:
Katharine Dwyer
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President, Education Minnesota-OSSEO

10/1/2026
Date

Signed by:
Marshall Thompson
3E4BF19444C84ED...
Director, Labor Relations

10/1/2026
Date