Osseo Area Schools

MEMO

To: School Board Members
From: Yvonne Shorts Lind, Executive Director of Human Resources
Date: June 18, 2026
Re: Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Management Personnel I-M, July 1, 2025 – June 30, 2027

Recommendation:

It is our recommendation that you approve the Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Management Personnel I-M, effective July 1, 2025, through June 30, 2027.

Unit Composition

Management Personnel I-M are a group of sixty-two (62) employees who serve in a variety of management positions throughout our system.

Tentative Agreement

The agreement contains changes made to the Compensation and Conditions, Group Insurance, and Leaves of Absence sections of the terms and conditions of employment.

In the Compensation and Conditions article of the collective bargaining agreement, pay grades, ranges, and language were modified to reflect the compensation study that was completed in Fall 2025. Salary Enhancement includes a 2.0% increase to base salary in year 1 and a 2.0% increase to base salary in year 2.

In the Group Insurance section of the collective bargaining agreement, employees will receive District contributions to health insurance up to the following amounts:

Effective July 1, 2025			
High	$621.58	$966.64	$1,548.73
Value	$755.53	$1,174.95	$1,882.48
HSA Plan	$594.68	$1,191.90	$1,908.19

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Effective July 1, 2026			
High	$621.58	$966.64	$1,548.73
Value	$855.44	$1,330.33	$2,131.42
HSA Plan	$686.97	$1,376.88	$2,204.34

In summary for the group insurance portion, the district will increase the employer contribution by the following percentages.

Year 1: 10.5% increase for Value and HSA Plans
Year 2: 13.2% increase on Value Plan and a 15.5% increase on HSA Plan

In the Leaves of Absence section, language was updated to include the Earned Safe and Sick Time (ESST) policy and Minnesota Paid Leave policy. There is also a one-time vacation buyback that aligned their vacation carryover with other employees who earn vacation.

The salary investment outlined above is consistent with the financial parameters established by the School Board for the 2025-2027 contract negotiation. The two-year agreement results in a 5.57% total package increase. The total additional financial investment is $695,137 over the term of the agreement.

Timeline and Next Steps:

With the ratification of the contract, Human Resources and Payroll will begin with the implementation process.