Osseo Area Schools

MEMO

To: School Board Members
From: Yvonne Shorts Lind, Executive Director of Human Resources
Date: August 21, 2026
Re: Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Confidential Management Personnel, 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 Confidential Management Personnel, effective July 1, 2025, through June 30, 2027.

Unit Composition

Confidential Management Personnel are a group of seven (7) employees who serve in a supervisory and confidential role within the meaning of Minnesota Statute 179A.03 subdivision 14.

Tentative Agreement

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

In the Compensation section 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 Retirement Savings Plan section of the collective bargaining agreement, the District's annual match was increased to $5,000.00 annually.

In the Group Insurance article 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	$757.24	$1,177.62	$1,886.76

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HSA Plan	$630.36	$1,195.72	$1,914.32
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: 13.0% increase on Value Plan, a 9% increase on HSA Single, and a 15.15% increase on all other HSA Plans

In the Leaves of Absence section, language was updated to include the Earned Safe and Sick Time (ESST) policy and Minnesota Paid Leave policy.

The salary investment outlined above is consistent with the financial parameters established by the School Board for the 2025-2027 contract negotiations. Collectively, the Directors and Confidential Management Personnel agreements result in a 4.72% total package increase over the two-year term. The total additional financial investment associated with these agreements is $331,512 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.