

To: School Board Members
From: Yvonne Shorts Lind, Executive Director of Human Resources
Date: October 15, 2026
Re: Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Osseo School Nutrition Association, July 1, 2026 – June 30, 2028

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 Osseo School Nutrition Association, effective July 1, 2026, through June 30, 2028.

Unit Composition

Osseo School District No 279 Directors are a group of one hundred eighteen (118) employees comprised of Managers, Assistant Managers, and Nutrition Assistants.

Tentative Agreement

The agreement contains changes made to the Salary Schedules, Rates of Pay, and Working Conditions, Group Benefits/Insurance, and Leaves of Absence sections of the terms and conditions of employment.

A new Step 4 was added to the salary schedule, and Step 1 was eliminated. Employees will receive a minimum 4% wage increase over the two-year agreement. Effective July 1, 2027, Career Increments will be revised to provide additional compensation based on years of service. The annual uniform stipend for work pants was reduced to \$60. Additionally, Training Pay was added to compensate managers who train new employees.

In the Group Benefits/Insurance article of the collective bargaining agreement, full-time employees will receive District contributions to health insurance up to the following amounts:

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
Effective July 1, 2027			

High	\$621.58	\$966.64	\$1,548.73
Value	\$898.21	\$1,396.85	\$2,237.99
HSA Plan	\$721.32	\$1,445.72	\$2,314.56

Part-time employees will receive District contributions to health insurance up to the following amounts:

Effective July 1, 2026			
High	\$597.43	\$597.43	\$597.43
Value	\$838.66	\$838.66	\$838.66
HSA Plan	\$654.33	\$1,349.50	\$2,160.52
Effective July 1, 2027			
High	\$597.43	\$597.43	\$597.43
Value	\$880.59	\$880.59	\$880.59
HSA Plan	\$687.05	\$1,416.98	\$2,268.55

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

Year 1: 33% combined increase for all plans

Year 2: 5% increase on Value and HSA Plans

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

We also added language that allows for managers and assistant managers to be moved to another location in need of a substitute.

The salary investment outlined above is consistent with the financial parameters established by the School Board for the 2026-2028 contract negotiations. The agreement results in a 8.96% total package increase over the two-year term. The total additional financial investment associated with the agreement is \$480,516 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.