

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
EDUCATION MINNESOTA – OSSEO RN/LPN**

Topic: Paid Family Medical Leave (PFML)

Effective Date: January 1, 2026

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”) and Education Minnesota – OSSEO, EMO RN/LPN (“Union”), relating to Paid Family Medical Leave (PFML).

PURPOSE:

The District and the Union mutually agree to the following:

Paid Family Medical Leave (PFML)

Statutory authority

Employees are eligible to participate in Paid Family Medical Leave (PFML) pursuant to MN Statutes 268B et seq., *Family and Medical Benefits*.

Costs of PFML

The employer must pay the minimum percent of the total premium for Paid Family Medical Leave required by Minnesota Statute 268B and set by the Minnesota Department of Employment and Economic Development (DEED).

Notification to the Employer

Pursuant to Minnesota Statute Section 268B.085, employees taking Paid Family Medical Leave shall provide the employer with thirty (30) days’ notice prior to the start of leave when possible. If thirty (30) days' notice is not practical because of a lack of knowledge of approximately when leave will be required to begin, a change in circumstances, or a medical emergency, notice must be given as soon as practical.

Coordination of PFML and ESST/Sick Leave

The District will follow District policy and process adhering to all applicable state and federal laws. Any changes to policy and process will be discussed in Meet and Confer.

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.

Education Minnesota- Osseo

EMO RN/LPN

Signed by:

Katharine Dwyer

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President

10/29/2025

Date

Osseo Area Schools, ISD 279:

Signed by:

Lisa Bostic

BA974B5406974AE...

Director of Human Resources

10/29/2025

Date