

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

**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 (“Union”), relating to 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

Signed by:

*Katharine Dwyer*

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President

10/29/2025

Date

Osseo Area Schools, ISD 279:

Signed by:

*Lisa Bostic*

BA974B5406974E...

Director of Human Resources

10/29/2025

Date