

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**OSSEO AREA SCHOOLS, ISD 279**  
**and**  
**CONFIDENTIAL SUPPORT SPECIALISTS**

**EFFECTIVE DATE:** January 1, 2026

**TOPIC:** Paid Family Medical Leave (PFML)

The District and the bargaining unit 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.

The parties agree with the above conditions as evidenced by their signatures below.

Confidential Support Specialists

Osseo Area Schools, ISD 279

DocuSigned by:  
  
79C801410018411...  
Representative

Signed by:  
  
BA974B5406874AE...  
Director, Human Resources

11/3/2025  
Date

11/3/2025  
Date