

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OSSEO AREA SCHOOLS, ISD 279
AND
MINNESOTA TEAMSTERS PUBLIC AND LAW ENFORCEMENT EMPLOYEES
UNION LOCAL #320**

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 Minnesota Teamsters Public and Law Enforcement Employees Union Local #320 (“Custodians”).

PURPOSE:

The District and the Custodians 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.

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

Minnesota Teamsters Public and Law
Enforcement Employees Local #320:

Signed by:
David Bakke
75DC0557EABD4FB...
David Bakke - Union Steward
DocuSigned by:

Mark Barnes
E46D88ECE80F40F...
Mark Barnes - Union Steward
Signed by:

Jeffrey Oakland
77328246488140B...
Jeffrey Oakland - Union Steward
Signed by:

Josh Loahr
1D8D35E0E226495...
Local #320 Representative

11/5/2025
Date

Osseo Area Schools, ISD 279:

Signed by:
Lisa Bostic
BA974B5406974AE...
Director of Human Resources

11/5/2025
Date