

District Proposal

11/10/25 #2

AGREEMENT MEMORANDUM OF UNDERSTANDING

Minnesota Paid Leave

Whereas, the Columbia Heights School District ("School District") and Columbia Heights Federation of Teachers, Local #710 ("Local 710"), have entered into negotiations for a collective bargaining agreement ("CBA") for 2025-2027;

Whereas, Minnesota Paid Leave is effective January 1, 2026. Minnesota Paid Leave is a state-run insurance program and funded through premiums that are split between employers and employees. Columbia Heights Public Schools does not determine eligibility or provide paid leave payments for Minnesota Paid Leave.

Whereas, Parental leave as listed in Article X, Section 5, FMLA leave, leave taken under Minn. Stat. 181.941 and Minnesota Paid Family Leave shall all run concurrently.

Now therefore, this program is funded through premiums that are split equally between employers and employees. The School District will pay fifty percent (50%) of the established premium and the other fifty percent (50%) will be taken through payroll deduction from teachers. Deductions will begin the first payroll in January 2026.

_____ Date _____

Daniel Honigs, Lead Negotiator/President, Local #710

_____ Date _____

Zena Stenvik, Superintendent