



## **RECOMMENDATION TO APPROVE MOUs RE PAID FAMILY MEDICAL LEAVE (PFML) TOP OFF**

**February 25, 2026**

As a part of implementation of the new Minnesota Paid Family Leave law which went into effect on January 1, 2026, the District has continued to collaborate with bargaining groups regarding the implementation of MOUs that would allow for the “top off” of PFML benefits, using paid District leave. “Topping off” allows an employee to receive a portion of their pay from the state for PFML benefits and use earned District allocated leave to make up the difference in order to receive up to 100% of their regular rate of pay.

Administration is recommending approval of MOUs with the following employee groups:

- Hastings Principals’ Association
- Hastings Educational Secretaries’ Association (HESA)

Submitted by: Cathy Moen, Director of Human Resources