

RESOLUTION 25-057 – Approval of New Board Policy-GCBDF/GDBDF-Paid Family and Medical Leave Insurance

Background: There continues to be significant changes in Oregon law regarding leave. This includes changes from SB 1515 (2024) and numerous rule changes to match.

The biggest change governs what conditions qualify for leave taken through the Oregon Family Leave Act (OFLA) and Paid Family and Medical Leave Insurance (PFMLI). While these leave allotments used to run concurrently in many situations, they now cannot be taken concurrently.

At MESD state leave is administered through a third-party equivalent plan instead of Paid Leave Oregon to process leave. Version 2 of this policy better reflects MESD's process. Approval from OED for the third party plan was 01/04/2023.

WHEREAS, the Multnomah Education Service District Board of Directors Policy Committee reviewed and discussed Version 2 of Board Policy GCBDF/GDBDF-Paid Family and Medical Leave Insurance;

WHEREAS, the Multnomah Education Service District Board of Directors Policy Committee recommends the Board adopt Version 2 or Board Policy GCBDF/GDBDF-Paid Family and Medical Leave Insurance;

NOW THEREFORE BE IT RESOLVED, that Version 2 or Board Policy GCBDF/GDBDF-Paid Family and Medical Leave Insurance is approved as written or as further modified.

BE IT FURTHER RESOLVED, that if no further discussion is required, Version 2 or Board Policy GCBDF/GDBDF-Paid Family and Medical Leave Insurance is approved as proposed and does not require a second reading.

Multnomah Education Service District

Code: **GCBDF/GDBDF**
Adopted: 6/20/23
Amended: 12/16//25

Paid Family and Medical Leave Insurance

The MESD provides an equivalent plan for paid family and medical leave and does not participate in Paid Leave Oregon. This plan has been approved by the Employment Department as of 01/04/2023. The MESD will file the Oregon Quarterly Tax Report as required.

The MESD will make available a notice poster that outlines the requirements and procedures for the equivalent plan.¹ This poster will be displayed in each of the MESD's buildings or worksites in an area that is accessible to and regularly frequented by employees. This poster will be provided² to remote employees upon hire or assignment to remote work.

¹ For poster requirements, see OAR 471-070-2330.

² By hand delivery, regular mail, or through an electronic delivery method.