

**School Board Meeting:**

**December 8, 2025**

**Subject:**

Policy 410 Family and Medical Leave  
Policy 450 Leave of Absences Unpaid  
Policy Revision – Final Reading

**Presenter:**

**Scott Thielman, Superintendent**

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**SUGGESTED SCHOOL BOARD ACTION:**

Board action is required for the final reading of policies.

**DESCRIPTION:**

The Minnesota Paid Family and Medical Leave Program will start on January 1, 2026. Employees will apply for leave benefits through the state program. School board policies 410 Family and Medical Leave and 450 Leaves of Absences – Unpaid should be updated to reflect how Minnesota Paid Family and Medical Leave will interact with current leave policies and practices.

**ATTACHMENT(S):**

- Policy 410 Family and Medical Leave
- Policy 450 Leave of Absences - Unpaid