

Starting January 1, 2026, [Minnesota's Paid Leave program](#) will require employers to provide paid leave to employees working in Minnesota. Paid Leave benefits will be calculated based on an employee's weekly pay. Your job is protected while on Paid Leave if you have been in your current role for at least 90 days.

Uses for MN Paid Leave

The Minnesota Department of Employment and Economic Development (DEED) allows for two types of leave under the program:

- Up to 12 weeks of Medical Leave (for yourself) to take care of yourself for a serious health condition, including pregnancy, childbirth, recovery, or surgery.
- Up to 12 weeks of Family Leave (to care for someone else) to:
 - Bond with a new child through birth, adoption, or foster placement
 - Care for a loved one with a serious health condition
 - Support a military family member called to active duty
 - Respond to certain personal safety issues such as domestic violence, sexual assault, stalking, or similar issues.

You can take both types of leave in the same year, either all at once or intermittently, but you cannot exceed 20 weeks total within a benefit year. Your benefit year does not follow the typical calendar year—it starts the first day you take Paid Leave.

Like the federal Family and Medical Leave Act (FMLA), a healthcare provider or authorized professional must certify the need for leave and the duration.

Did you welcome a child in 2025?

Once Minnesota Paid Leave launches in January, parents who welcomed a child in 2025 may each be eligible to take up to 12 weeks of bonding leave in 2026. The leave must be completed within 12 months of the birth, adoption, or foster placement.

For example, parents who welcomed a child on June 1, 2025, would have between January 1 and June 1, 2026 to take bonding leave. Parents who welcomed a child on January 15, 2025, would have between January 1 and January 15, 2026 to take bonding leave.

Eligibility

Paid Leave coverage is very broad. You are likely covered if you:

1. Work at least 50% of the time from a location in Minnesota. This includes employees who work from home in Minnesota or spend some time working in other states. However, you are not covered by Paid Leave if you work more than 50 percent of your time in a different state.
2. Earned at least 5.3% of the state's average annual wage (about \$3,700) in the past year.

Application Procedure and Eligibility

Before applying for MPL, employees must also notify the Leave Administrator (Wendy Ault) at least 30 days in advance of the need for leave, if the need for leave is foreseeable and as soon as possible if it was not foreseeable.

Employees seeking MN Paid Leave must apply by going to paidleave.mn.gov or over the phone if necessary.

After you apply, you will receive a determination from Paid Leave, which is the official decision from the program about whether your application was approved or denied.

If you are approved for Paid Leave payments, they will be sent to the bank account or prepaid debit card selected in your application.

Employee Protections

While taking MN Paid Leave, an employee that has worked at least 90 days for Crookston Public Schools, has the right to return to the same (or equivalent) job with Crookston Public Schools. Additionally, employees taking MN Paid Leave will continue to be covered under their current health insurance plan, under the same conditions and at the same level as would have been provided had they been continuously employed during the leave period.

Employees are responsible for their portion of premiums due on the coverage. Employee premiums must be paid to Blake Stoltman (Business Manager) or Wendy Ault by the 26th day of each month via check made out to Crookston Public Schools ISD 593, or cash payment.

Intermittent Leave

The district will allow intermittent leave in increments of 4 hours or as per your health care providers recommendation. An employee taking intermittent leave must provide the district with a schedule of needed workdays off as soon as possible. The intermittent leave hours will be submitted to the state by the employee.

Allowing supplemental payments

Once you receive approval from the state and the amount of your benefit, you may use your paid sick leave, personal leave or vacation to offset the amount, up to 100% of your normal wage, this may also help you cover any insurance cost.

Questions? Contact your Leave Administrator (Wendy Ault) at 218-281-5313 Ext 2108 or at wendyault@isd593.org.

Additional Resources

The Minnesota Department of Employment and Economic Development created tools and resources to help you:

- [Estimated Payment Calculator](#)
- [MN Paid Leave Overview PDF](#)
- [Frequently Asked Questions](#)