



HEARTLAND LAKES COMMUNITY
SCHOOL EXISTS TO EMPOWER
SCHOLARS TO:
BRAVELY LIVE THEIR TRUTH,
TO BECOME WISE STEWARDS OF
THE LAND AND RESOURCES
AND TO IGNITE LASTING
CURIOSITY THAT LEADS TO
POSITIVE CHANGE IN THEIR
SCHOOL, THEIR COMMUNITIES,
AND THEMSELVES.

Policy 410

Family & Medical Leave

Adoption:	July 10, 2023
Revision History	
Last Board Review: August 18, 2025	
Next Board Review: July 2026	
Review Frequency: Annually (per Policy 208)	

I. PURPOSE

The purpose of this policy is to establish Heartland Lakes Community Schools (HLCS) Family and Medical Leave policy.

II. GENERAL STATEMENT OF POLICY

Employers with 50 or more Employees must comply with Federal Family and Medical Leave Policy. Educational institutions are covered by FMLA and the Act's 50-employee coverage test does not apply. The usual requirements for employees to be eligible do apply, however, including employment at a worksite where at least 50 employees are employed within 75 miles.

Employees of the School are not eligible for FMLA leave because the School has fewer than 50 employees and there are no other Schools under the jurisdiction of the same employer within 75 miles.

FMLA does not affect any Federal or State law prohibiting discrimination or supersede any State or Local law or collective bargaining agreement which provides greater family or medical leave rights.

Note: The applicability and enforceability of this policy 410 is limited to, and qualified by, Minnesota or Federal law that, at the time any such circumstance within the scope of the policy arise, may be contrary to some aspect or all of the policy.