

11/12/2025

To: BLUFFVIEW MONTESSORI SCHOOL, 411589141

Cc: Henry Schantzen

Re: Paid Leave - Equivalent Plan Substitution Request Determination

Dear Henry Schantzen at BLUFFVIEW MONTESSORI SCHOOL,

Based on the information you submitted in your request on 10/31/2025, your Equivalent Plan Substitution Request has been approved.

This approval means your organization will provide paid leave benefits through the Insurance Carrier Plan identified in your application beginning January 1, 2026. Note that if this date is after January 1, 2026, you are required to participate in the state Paid Leave plan and pay applicable premiums to the state until your equivalent plan takes effect.

Once your equivalent plan takes effect, you will not pay premiums to the state. If you requested a substitution for only one leave type, however, you will still pay premiums to the state for the other leave type. Your organization must still meet other obligations under Paid Leave. You must still submit wage detail reports to the state each quarter. You must also notify your employees of their coverage 30 days prior to the plan's effective date and the start of premium collection.

For questions or support, please reach out to the Paid Leave Contact Center:
info.paidleave.mn.gov/about/contact-us.

Thank you for your engagement as we work to improve the health and well-being of all people and businesses across Minnesota.