



MSBA Update

June 2024

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Welcome



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Agenda

- **Hot Topics**
- **Policy Changes**
- **Advocacy**
- **Upcoming Events**



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Hot Topics

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Earned Sick and Safe Time

- **Clarified the “base rate”**
 - Excludes shift differentials, overtime, bonuses, weekend premium payments
- **Clarified eligible employees**
 - "Employee" means any person who is employed by an employer, including temporary and part-time employees, who ~~performs~~ is anticipated by the employer to perform work for at least 80 hours in a year
- **Clarified increment of time used**
 - “same increment of time for which employees are paid, provided an employer is not required to provide leave in less than 15-minute increments nor can the employer require use of earned sick and safe time in more than four-hour increments.”

MS 181.9445 – 181.9448



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Earned Sick and Safe Time, cont.

- **Options for record-keeping / reporting**

- ESST hours available and hours used
- Electronic or in writing
- Electronic --- must have access to an employer-owned computer during an employee's regular working hours to review and print

- **Remedies**

- **Expanded uses to include bereavement**

- "need to make arrangements for or attend funeral services or a memorial, or address financial or legal matters that arise after the death of a family member;"

MS 181.9445 – 181.9448



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Earned Sick and Safe Time, cont.

- **All paid time off from work due to personal illness or injury, must meet or exceed ESST standards and requirements.**

- Impacts where employers implemented ESST with two separate buckets (ESST and sick leave)

- **Time accrued prior to January 1, 2024**

- Documentation subject to negotiated language in place on December 31, 2023.

- **What to watch:**

- How much can employees accrue?
- Severance
- Paid (Family Medical) Leave

MS 181.9445 – 181.9448



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Paid (Family Medical) Leave

- **Effective January 1, 2026**
- **Increase to the payroll tax percentage**
 - Increased to 0.7 to 0.88%
 - Employer must pay at least half (0.44%)
- **...many tweaks and clarifications, including “initial paid week”**
- **What to watch:**
 - Register for “Paid Leave Only” account through UI online system, **summer 2024**
 - Salary reporting for 3rd quarter due **October 31, 2024**
 - Cost sharing?
 - Ability to supplement paid leave with accrued time (including ESST)?

MS 268B



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Public Employer Insurance Plan (PEIP)

- **Requires 4-year commitment to enroll**
 - Increase from 2-year commitment
 - Participation is **automatically renewed** for an additional ~~two-year~~ **four-year** term unless the exclusive representative, or the employer for unrepresented employees, gives the commissioner notice of withdrawal at least 30 days before expiration of the participation period.
- **Option to withdraw**
 - Reduced premium increase requirement from 50% to “20% or more from one insurance year to the next”
- **What to watch:**
 - Interaction with Health Insurance Transparency Act (HITA), MS 471.6161

MS 43A.316



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School Closures

- **All school employees....**

(a) A school district or charter school that alters its calendar due to a weather event, public health emergency, or any other circumstance must continue to pay the full wages for scheduled work hours and benefits of all school employees for full or partial day closures, if the district or charter school counts that day as an instructional day for any students in the district or charter school. School employees may be allowed to work from home to the extent practicable. Paid leave for an e-learning day is provided under section 120A.414, subdivision 6.

(b) Notwithstanding paragraph (a), a school district or charter school that alters the calendar of a school-age care program, school youth recreation and enrichment program, or general community education program due to a weather event, public health emergency, or any other circumstance, while collecting a fee for day of the closure, must continue to pay the full stipend or full wages for scheduled work hours and benefits of all employees in the school-age care program, school youth recreation and enrichment program, or general community education program.

MS 123B.155



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Paraprofessional Training

- **Applies to intermediates, other cooperative units**

- **For 2024-2025 only:**

For the 2024-2025 school year only, a school may reduce the hours of training required in paragraphs (b) to (e) to a minimum of six hours and must pay for paraprofessional test materials and testing fees for any paraprofessional employed by the school district during the 2023-2024 school year who has not yet successfully completed the paraprofessional assessment or met the requirements of the paraprofessional competency grid.

- **Consultation with the exclusive representative**

MS 121A.642



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Elections

- **Combined polling place resolution only needed when there are changes**
- **Board member vacancy**
 - Effective **July 1**
 - Changes when less than 2 years remains in the term
 - Changes when less than 90 days remains in the term
- **Timeline for General or Special Elections**
 - Earlier notification (by 10 days; from 74 to 84 days)
 - November 2024 (Notify county by **August 13**)



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READ Act MOU

Subd. 4. Administrative process.

(a) Within 30 days of entering into a memorandum of understanding or adopting a plan under subdivision 1, a district must pay the required compensation to an eligible teacher in accordance with the memorandum of understanding or plan.

(b) The Minnesota School Boards Association and Education Minnesota are encouraged to collaborate to develop one or more model memoranda of understanding and make the memoranda available to districts by July 1, 2024.

(c) The Bureau of Mediation Services must make mediators available to aid districts and exclusive representatives in reaching agreement on the memoranda of understanding required under this section.

Considerations
Approved training?
Hours / days?
Schedule? Contract days? Extended days? Student days?
Compensation rate?
Lane changes?



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Policy Changes

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Policy Changes

May Policy Services Newsletter	
506	Student Discipline 2024 statutory changes re: reasonable force
507	Corporal Punishment and Prone Restraint 2024 statutory changes re: reasonable force
507.5	School Resource Officers NEW, for districts with SROs
514	Bullying Prohibition Revised Article V.A; clarified posting requirements and updated other sections



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Policy Changes

Watch for ...		
512	School-Sponsored Student Publications and Activities	Student Journalism
524	Internet, Technology, and Cell Phone Acceptable Use and Safety Policy	Cell Phones
606.5	Library Materials	"Book Bans"
621	Literacy and the READ Act	
[40+ more....]		

Timeline? ...end of June



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Policy Changes

- **Policy 516: Student Medication**
 - Access to space for mental health care through telehealth from a licensed mental health provider
 - School-issue device (per acceptable use policy)
 - Enrolled secondary students “during regular school hours, and to the extent staff is available, before or after the school day on days when students receive instruction at school”
- **Policy 601: School District Curriculum and Instruction Goals**
 - Definitions changed last year are effective on July 1, 2024



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Policy Changes

- **Policy 613: Graduation Requirements**

- **Health standards:**
 - “credits sufficient to satisfy the state standards in health upon adoption of statewide rules for implementing health standards under section 120B.021;
- Requirement for government and citizenship delayed until 2025-2026

- **Policy 620: Credit for Learning**

- New rules for PSEO institutions’ notification requirements
- Weighted grades for PSEO coursework must be treated the same as concurrent enrollment classes (if the school district has weighted grades)



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Policy Changes

- **World’s Best Workforce (WBWF)**

- Several policies will be modified to reflect the name change --- **Striving for Comprehensive Achievement and Civic Readiness**



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Policy Changes

Title IX

- **Federal changes**
 - Substantive protection based on gender identity (which MN already has)
 - Procedural changes for grievances
- **Some states have filed court action to block implementation**
- **More information forthcoming...**
 - MSBA will continue to monitor
 - Policy 522



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Advocacy

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Advocacy: 2025 Session

- **Budget-setting Year**
 - General education formula? Inflationary increase
- **Balance of Power**
 - Status of the trifecta?
 - House (70D, 64R)
 - ✓ Up for election
 - Senate
 - ✓ Changes?
 - Governor
 - ✓ Up for election in 2026; 3rd term?



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Advocacy: 2025 Session

- **Compensatory?**
- **Open Meeting Law?**
- **Funding for between-term unemployment?**
- **LTFM --- roofing?**
- **Public may petition to change number of school board members from 6 to 7?**
- **Pension reform**



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Advocacy: 2025 Session



- **Consider submitting a resolution**
 - **Extended timeline: June 1** – September 30, 2024
 - Local school board approval is required
- **MSBA Delegate Assembly**
 - December 6-7, 2024
 - 120 – 140 elected school board delegates
 - Consider resolutions to become part of MSBA's legislative policies
 - Bylaw change will be considered by the membership at the 2025 Leadership Conference



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Upcoming Events

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3rd Thursday Webinar

1:00 p.m. to 2:00 p.m. 3rd Thursday

Format: Virtual

Date	Topic
June 20	Legislative Update

Previous 3rd Thursday Webinar Recordings Available

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Summer Seminar Effective Leadership for Student Success

August 5, 2024
Minneapolis Marriott Northwest – Brooklyn Park

Why you should attend: High-functioning boards can increase student success. At MSBA's Summer Seminar, see how you can focus on student learning. Hear about the relationship between good governance and student achievement. Learn from other boards who are seeing their students soar.

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LOCAL GOVERNMENT OFFICIALS

Twins vs Oakland A's
Saturday, June 15, 2024
Target Field












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June 18
July 16
August 20

Coffee and Conversation

8:00 a.m. to 9:00 a.m. **3rd Tuesday** (June, July, and August)

Format: Virtual

Listening to and talking with your school board colleagues — and sharing what’s working and what’s not — is the purpose of our series of “Coffee & Conversation” virtual meetings.

The agenda will develop based on your needs — if you have a question or topic you want to discuss, MSBA staff will respond and invite others to add to the conversation.

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Mark your calendars!
2025 Leadership Conference
January 16-17, 2025

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Questions



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