



MSBA Proposed Resolution Submission Form

Resolution #5: ESST Carve Out for Districts

**Full name of School District:** Becker Public Schools

**Full name of individual submitting for the school board:** Dr. Jeremy Schmidt

**Title/Position of individual submitting for the school board:** Superintendent

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**This resolution is submitted with approval by the school board.**

**Please provide the date on which the authoring school board approved**

**submission of this resolution:** September 9, 2024

**BE IT RESOLVED MSBA URGES THE LEGISLATURE TO:**

Amend the Employee Safe and Sick Time (ESST) law to provide clarity and uniform guidance for school districts, particularly where current policies already exceed the minimum requirements set by the law. The law should recognize existing benefits provided by districts, reduce the administrative burden, and ensure that negotiations are not hindered by ambiguities in the law.

**DESCRIBE THE PROBLEM:**

Many school districts, including Becker Public Schools, already offer benefits that exceed the ESST requirements. However, the implementation of the new law has led to increased paperwork, additional HR tasks, and complications during negotiations due to the lack of clear guidance. This has created unnecessary administrative burdens and confusion.

**EXPLAIN WHY THIS IS A PROBLEM:**

The lack of clarity and uniformity in the ESST law has caused significant issues for school districts. Districts that already provide greater benefits than those required by the law are now faced with additional administrative work without any tangible benefit to employees. The law has also led to complications in negotiations, making it difficult for districts to maintain smooth operations and effective HR practices. A clearer, more uniform approach is needed to ensure that the law supports rather than hinders school district operations.

**PROVIDE SUPPORTING DOCUMENTATION:**

- 2023 Minnesota Statutes (Section 181.9446): The law mandates the accrual of one hour of earned sick and safe time for every 30 hours worked, up to a maximum of 48 hours per year, with a carryover of up to 80 hours. While well-intentioned, this provision has led to challenges for districts with existing policies that surpass these minimum requirements.
- Impact on Negotiations and HR Processes: The new law has introduced additional paperwork and HR tasks, complicating negotiations and leading to inconsistencies in how benefits are administered. This has caused operational inefficiencies and increased the workload for HR departments in school districts.
- Need for Uniform Guidance: The law's implementation has highlighted the need for clearer, more uniform guidance that acknowledges the existing benefits provided by districts and reduces the administrative burden associated with compliance. School districts require a more streamlined approach that allows them to focus on their primary mission of educating students, rather than navigating complex and redundant legal requirements.

**For MSBA Staff Use Only:**

**Date Received:** Click or tap to enter a date.

**File Name:** Click or tap here to enter text.

**Category:** Choose an item.

**Recommendation:** Choose an item.

**Present Position(s):** Click or tap here to enter text.