



MSBA Update

September 2025



Welcome



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Agenda:

MN Paid Leave

Resources / Reminders

Events

Overview



Summary

- Job protection
- Provides an employee with partial wage replacement to cover time away to take care of themselves or a family member
- Begins January 1, 2026

Overview



MN Paid Leave versus FMLA

FMLA	MN Paid Leave
Unpaid	Paid (partial)
Medical and military only	Also includes domestic abuse, sexual abuse, stalking
Spouse, child, parent only	Also includes siblings, in-laws, grandparents, grandchildren, domestic partners

These leaves can run concurrently.

Overview



School District Responsibilities

- Communication
- Reporting
- Plan selection
- Premium payment
- Administration



Overview



Partial Wage Replacement

DEED

- Receives premium
- Receives applications
- Determines eligibility
- Calculates benefit payments
- Pays employees

Benefit Amounts

- 55-90% of wages
- Maximum: \$1,423 per week*
- Lower pay, higher percentage

	Salary	Weekly Benefit	Percentage
Employee 1	\$40,000	\$678.45	88.20%
Employee 2	\$80,000	\$1,173.44	76.27%
Employee 3	\$103,600	\$1,423	71.42%

Collective Bargaining Agreements

Should we include detailed information about MN Paid Leave in our agreements?

Options:

- All agreements and contracts
- Employee handbook
- Policy

Collective Bargaining Agreements

Do we have to negotiate the premium cost sharing?

MN Paid Leave affects benefits, compensation, and leaves of absence, all of which are terms and conditions of employment.

Negotiate? Yes
Required to add language? No.

Considerations:

- Not required to include language in agreement.
- Many school districts are agreeing to a 50/50 split.
- Under current statute, 50/50 is the least expensive option for the school district, as employers are required to pay at least 50% of the premium.

Collective Bargaining Agreements

What do you think of this proposal?

EdMN Proposal:

In the event that a teacher is approved for PFML for a period of time that was initially covered by ESST or sick leave, the School District shall provide the employee with the opportunity to pay back the value of some or all ESST or sick leave. The School District shall re-credit the leave back to the teacher's individual leave account.

No.....

Considerations:

- Payroll implications?
- Percentage based on salary?
- Possible repayment by DEED?
- Timeline?



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Resources

Dates with Meeting Restrictions 2025-2026

September 17, 2025	Constitution Day ^^	Schools must an educational program
October 13, 2025	Indigenous Peoples Day (Optional Holiday) ^^^	No meetings if this is a school district holiday
November 4, 2025	Election Day	No meetings or activities 6:00 p.m. – 8:00 p.m.
November 11, 2025	Veterans Day	No meetings
November 27, 2025	Thanksgiving Day	No school, no meetings
November 28, 2025	Day After Thanksgiving (Optional Holiday)	No meetings if this is a school district holiday
December 25, 2025	Christmas Day	No school, no meetings
January 1, 2026	New Year's Day Holiday	No school, no meetings
January 19, 2026	Martin Luther King, Jr.'s Birthday Observed *	No meetings
February 3, 2026	Precinct Caucus Day	No meetings or activities after 6:00 p.m.
February 16, 2026	Presidents' Day *	No meetings

Resource Library

Meeting
Management

General
Information



Resources

Resource Library

District
Operations

General
Information

General Information ▼

2025-2026 Annual Mandatory Parent Notifications

Annual Parent Notifications

E-Learning Days Plan School districts must notify parents and students of the e-learning day plan at the beginning of the school year. Minn. Stat. 120A.414	CONDITIONAL IF school district intends to utilize	
English Learners The school district shall provide notice to parents "of a limited English		CONDITIONAL No later than 30 days after school year start
Request for Teacher and Paraprofessional Qualifications At the beginning of the school year, school districts shall inform parents that they may request (and the district will provide on request) information regarding the student's classroom teacher(s) and services to the student. 20 U.S.C. 1112(3)(1)	ANNUAL Beginning of the school year	
Employee Background Check Policy School districts must notify parents and guardians about the school district's policy requiring a criminal history background check on employees and other individuals who provide services to the school and identify those positions subject to a background check and the extent of the school district's discretion in requiring a background check. The district may include the notice in the student handbook, a school policy guide, or other similar communication. Minn. Stat. 123B.03.		ANNUAL Beginning of the school year or when a student enrolls



Resources

- Model Teacher Master Agreement
- Negotiations Considerations for 2025-2027
- Scope of Negotiable Items for Licensed Employee (Teacher) Collective Bargaining Agreements
-and more

Resource Library

Human
Resources

Teachers



Reminders

- Sharing parent contact information....

Order Status Working With Jostens Help Careers Sign In

Jostens Find My School/Group Store Yearbook Graduation Class Rings & Jewelry Letter Jackets & Outerwear The Mascot Shop Sports School Pictures For Schools & Organizations

MOMENTS TO REMEMBER. A FUTURE TO DEFINE.

What you've built this year is only the beginning—the foundation for everything still to come. Let the memories of your achievements fuel your pride, because this story isn't ending—it's just getting started.

SHOP YOUR SCHOOL'S STORE

Feedback





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Events



Thank your local school board members!

2025 Recognition Month Materials

Please download and customize any of the following materials

[Sample Opinion Column](#)

[Sample Press Release](#)

[Sample Letter to the Editor](#)

[Sample Resolution](#)

[Recognition Certificate \(PDF\)](#) – Updated September 16 with improved fillable fields!

**Workshops &
Events**

For more information:



Events

2025 Platform in Action

At the Capitol

Government
Relations
Events



At the Capitol

Tuesday, September 16, 2025 – 6:30 p.m. to 7:30 p.m.

Register through Zoom: <https://us02web.zoom.us/join/46E3MyxFSBaruogZglrabw>

Thursday, September 18, 2025 – 6:30 p.m. to 7:30 p.m.

Register through Zoom: <https://us02web.zoom.us/join/eUQrBvfWRjO6-XlwyErZAg>

Friday, September 19, 2025 – 9 a.m. to 10 a.m.

Register through Zoom: <https://us02web.zoom.us/join/Hlic5wrEQ52pNe7F1LS32g>



Events

It's not too
late to **submit**
a resolution!

mnmsba.org

Trending Topics

Trending Topics



[Best news and
reportium of State
associations](#)



[School boards: Submit your
legislative resolutions to MSBA by
September 24](#)

September 24



Proposed Resolution Submission

Full Name of School District

Full name of individual submitting for the school board

Title/Position of individual submitting for the school board

Phone number

Email address

* 6. Please provide the date on which the authoring school board approved submission of this resolution.



Events

3rd Thursday Webinars

Topics subject to change — All webinars will be held from 1 p.m. to 2 p.m.

- Thursday, September 18, 2025: Minnesota Survey – Zoom information coming soon!
- Thursday, October 16, 2025: Elections
- Thursday, November 20, 2025: Mentoring New Board Members
- Thursday, December 11, 2025: The Organizational Meeting

Coffee and Conversations (1st and 3rd Tuesday)

October 7 @ 8:00 a.m.

October 21 @ Noon

Board Chair Chat (2nd Wednesday)

October 8 @ Noon

Resource
Library

Webinars

Workshops &
Events

Workshops &
Events



Events

Phase III

October 15
and 22

**Q. DOES A HIGH-PERFORMING
SCHOOL BOARD DRIVE
STUDENT SUCCESS?**

A.YES!

(This is even backed by data.*)



**Building a High-Performance School Board Team
PHASE III TRAINING OPPORTUNITIES LISTED BELOW**

* Iowa School Boards Foundation,
Lighthouse Study - March 2008

Workshops &
Events

Building a High-Performance School Board Team: Phase III



Events

Phase IV

November
12 and 19



PHASE IV WORKSHOP

Representing Your
Community Through
Policy and Engagement

- Focuses on in-depth discussions and examples of a board members or as a policy maker.
- Interactive small-group sessions that walk through a community engagement activity.
- Information on how to work with the media and public forums.

Workshops &
Events

Representing Your Community Through Policy and Engagement: Phase IV



Events

2026 Leadership Conference

Thursday, January 15 and Friday, January 16

* **FREE** Registration *

September 29

Call for
Presentations

September 29

Band and Choir
Applications

October 13

All-State School
Board
and Rising Star

October 31

School
Excellence
Showcase



Questions



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