

MSBA Update

September 2025



Welcome



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Agenda: MN Paid Leave Resources / Reminders Events



Summary

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





MN Paid Leave versus FMLA

FMLA	MN Paid Leave
Un paid	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.





School District Responsibilities

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







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?





Agenda: MN Paid Leave Resources / Reminders Events



Resources

Dates with Meeting Restrictions 2025-2026

Resource Library

Meeting Management

General Information

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	



Resources

Resource Library

District Operations

General Information General Information y

2025-2026 Annual Mandatory 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

English Learners

The school district shall provide notice to parents "of a limited English

Employee Background Check Policy

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) an services to the student, 20 U.S.(

1112(3)(1)

CONDITIONAL

IF school district intends to utilize

ANNUAL

Beginning of the school year

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.

CONDITIONAL

No later than 30 days after school year start

ANNUAL

Annual Parent Notifications

Beginning of the school year or when a student enrolls



Resources

Resource Library

Human Resources

Teachers

Model Teacher Master Agreement

Negotiations Considerations for 2025–2027

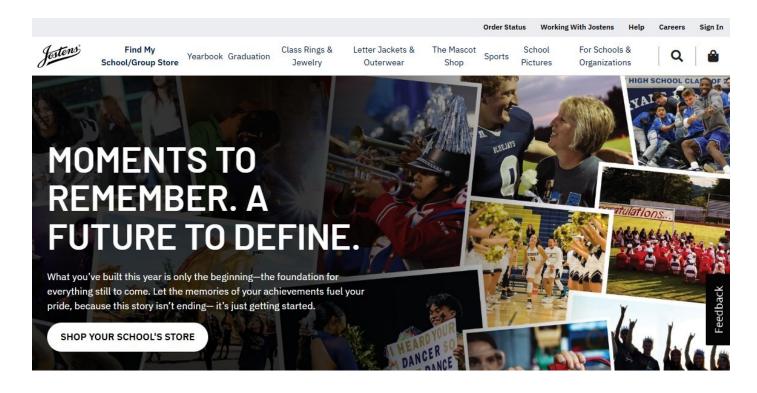
 Scope of Negotiable Items for Licensed Employee (Teacher) Collective Bargaining Agreements

•and more



Reminders

Sharing parent contact information....







Agenda: MN Paid Leave Resources / Reminders **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:



2025 Platform in Action

At the Capitol

Government Relations Events





Tuesday, Sep 46, 2025 – 6:30 p.m. to 7:30 p.m.

Register through Zoom: https://us02web.zoom.us/meeting/register/46E3MyxFSBaruogZglrabw

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

Register through Zoom: https://us02web.zoom.us/meeting/register/eUQrBvfWRjO6-XlwyErZAg

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

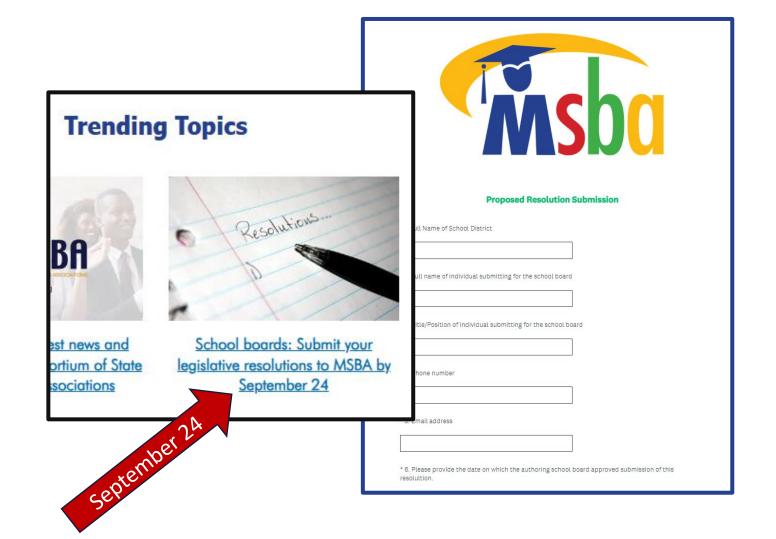
Register through Zoom: https://us02web.zoom.us/meeting/register/Hlic5wrEQ52pNe7F1LS32g



It's not too late to submit a resolution!

mnmsba.org

Trending Topics





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

Resource Library

Webinars

Coffee and Conversations (1st and 3rd Tuesday)

October 7 @ 8:00 a.m. October 21 @ Noon

Workshops & Events

Workshops & Events

Board Chair Chat (2nd Wednesday)

October 8 @ Noon



Phase III

October 15 and 22

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



(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



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.

Representing Your Community Through Policy and Engagement: Phase IV

Workshops & 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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