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S.F. No. 1318 – School Staff Training, Compensation, and Benefits Modifications – First Engrossment as proposed to be amended by the A-5 amendment

Author: Senator Alice Mann

Prepared by: Bjorn Arneson, Legislative Analyst (651/296-3812)

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Section 1. Training required. Increases from 8 to 16 the required hours of annual paid orientation or professional development for paraprofessionals, Title I aides, and other instructional support staff. Effective July 1, 2024.

Sec. 2. Consultation. Requires certain consultation between a school district or charter school and the exclusive representative for paraprofessionals in creating or planning the paraprofessional training required under section 121A.642. Effective immediately.

Sec. 3. Paid leave for school closures. Provides that a school district or charter school that alters its calendar due to a weather event, public health emergency, or any other circumstance, pay full wages and benefits to all school employees for their scheduled work hours if the district or charter school counts that day as an instructional day for any students in the district or charter school. Clarifies other remote work authority and e-learning day pay arrangements. Effective immediately.

Sec. 4. Certain federal, state, and local requirements. Provides that a charter school is subject to the requirements relating to paid leave for school closures. Effective immediately.

Sec. 5. Minimum wage rate aid. Requires a school district or charter school to pay wages at a rate of at least \$25 per hour to paraprofessionals, Title I aides, other instructional support staff, food service employees, bus drivers, and other non-licensed school staff who work at least 14 hours per week and at least 100 days per year. Establishes minimum wage rate aid for school districts and charter schools. Provides a formula to apportion aid among districts and charter schools. Effective for the 2024-2025 school year and later.

Sec. 6. Premium costs for school employees. Requires a school district, charter school, or cooperative unit to participate in employee health care cost sharing at specific levels, provide health

insurance benefits to employees who work at least four hours during a regular workday, and maintain health insurance benefits during a period between successive academic years or terms. Establishes a state aid program at an unspecified level to fund the required premium cost sharing and authorizes a school district to levy an amount equal to the state aid. Effective July 1, 2024.

Sec. 7. Appropriations. Appropriates an unspecified amount money from the general fund for minimum wage rate aid and paraprofessional training.