

HOS Report  
10/24/24

### Paid Leave Law for MN Schools

Renee and I attended a webinar on the upcoming Paid Leave Law on Oct 1. We learned quite a few details that we will need to stay on top of as this law becomes a reality on Jan 1, 2026. A few things to start with-we do have an Unemployment Insurance account with MN UI, so our data will be extracted automatically beginning at the end of October (had we not had a MN UI account, we would have to create one). Paid leave has 2 categories: one for care of self and one for care of family (slide 4 on the slidedeck below). Either can offer up to 12 weeks of partially paid leave, and up to 20 weeks per year in combination. Slides 6 & 7 discuss the paid leave and job protections. By December 1, 2025, we need to have informed the staff of this program (slide 15). Here is the MASP Paid Leave [slideshow](#) with more detailed information.

Similar to how TRA and PERA are paid by both the school and by staff, the Paid Leave will appear similar in that the school will pay half of our required costs, and staff will pay half. This rate will be dictated by the unemployment data as collected by the state.

Tricky budgeting issue for us this spring, for FY26: Not only will the school begin paying those rates for the MN Paid Leave, but will also be responsible for an increase in contributions to TRA: Effective 7/1/25, according to the Tax and Finance Policy Bill of 2023, employer contribution rates will increase by 0.75% to 9.50% and employee contribution rates will increase by 0.25% to 8.00%.

### World's Best Workforce report and template

Our WBWF and Annual Report are due to VOA by 11/1 of each year. The full WBWF and Annual Report are a dedicated line item in tonight's agenda. When approved, the next step is to complete entering the data into MEGS, which will share our data directly with MDE. The 2023-24 WBWF Annual Summary Report Template in the folder shows the data being collected.

Beginning next year, it will be called the Comprehensive Achievement and Civic Readiness report (CACR). The third grade goal is therefore no longer necessary, but a new goal about preparing students to be lifelong learners will be required. Here is the MDE website focused on the [CACR](#) if you are interested in researching or reviewing information.

### Staffing

Evan Kotter terminated 9/27/24 (E2C teacher)

Victoria Cassen hired beginning 10/7/24 (E2C teacher)

### Substitutes/Red Rover onboarding

RR, after a slow start, is working very well. We are encouraging staff to submit day of absences by 6:30 am, and planned absences 2 weeks in advance. Those 2 elements are key to getting coverage. The new 'fleet' of substitutes is doing a great job (recognition to Sherry for getting them onboarded!). They are reporting good support, good lesson plans, and seem to be enjoying their work here. We are seeing a high pickup rate, even on partial day planned

absences, which traditionally have been a struggle. Some things need to be worked on yet, but overall it is working well.

#### Music grant

Bluffview received a \$15,000 grant for our music program from the Rukavina Foundation. Mr. Dubis is receiving a new euphonium, sax, electric guitars and amps, and a variety of other items for his programming.

#### BMS Board Observation

The observation notes from Rod are in the folder-if you would like to dig into this and potentially make changes, please direct that we add it as its own line item for discussion and/or action on the November agenda.

#### Club's Choice

Total retail sales \$7,887.75, meaning the profit to BMS is \$3,144.26

#### Read Act-from MDE

The first two funding streams are new, and only available for this year. Both can be used for stipends, but if you would like to dig deeper, the Statutes are linked here. The third, Literary Incentive Aid, is pre-existing and is already built into our budget.

As a reminder, Bluffview has chosen CORE OL & LA for it's Read Act compliant professional development. Our first of three mandatory cohort meetings is set for Oct. 29th. That means all staff engaging in the cohort should be through Modules 1-3 (there are 9 total).

## READ Act Funding

FY25 Revenue per LEA for Literacy Aid and Teacher Compensation Aid has been posted on the [MDE School Finance webpage](#); scroll down to Read Act Funding FY25. There are three funding sources related to the READ Act:

#### **READ Act Literacy Aid**

Formerly the Curriculum Reimbursement Aid.

Finance Code: 356      Balance Sheet Code: 456

- One-time appropriation in FY25, but may be reserved and used in future fiscal years.
- \$39.96 per Prior Year fall child count, with minimum of \$2,000 per eligible LEA.
- FY25 UFARS Chapter 10 provides eligible program and object codes.
- Annual entitlement distributed through IDEAS metered payment system at 100% by June 30.
- Wide uses through READ Act statute, but must be related to approved curriculum and programming.
- [Laws 2024, Chapter 115, Article 3, Section 4](#)

#### **READ Act Teacher Compensation for Professional Development**

Finance Code: 357      Balance Sheet Code: 457

- One-time appropriation in FY25 but can be reserved and used in future years.

- \$36.06 per Prior Year fall child count, or minimum of \$2,000 per LEA.
- Districts will receive 100% of aid from MDE by October 15, 2024, through IDEAS metered payment system.
- FY25 UFARS Chapter 10 provides eligible program and object codes.
- All expenses must be included in an approved Memorandum of Understanding (MOU) between district and exclusive representative of the teachers.
- Main uses include stipends, hourly wages, or reimbursement of eligible trainings.
- [Laws 2024, Chapter 115, Article 3, Section 7](#)

#### **Literacy Incentive Aid**

Finance Code: 312      Balance Sheet Code: 412

- Ongoing funding with a reserve balance for unspent funds.
- FY25 UFARS Chapter 10 provides eligible program and object codes.
- Annual entitlement calculations and metered payments through IDEAS payment system.
- Uses include evidenced-based training, literacy lead position, interventionists, screeners, materials, substitutes, and eligible stipends.
- [Laws 2024, Chapter 115, Article 3, Section 3](#)
- Updates to FY25 Literacy Incentive Aid funding will be posted on the [Funding Projections and Trends webpage](#).

Fun NED article in a statewide listserve from MDE

## NED Highlight

This month's NED highlight comes from Bluffview Montessori in Winona, Minnesota

"The non-exclusionary discipline grant has changed our school, particularly in its support of our schoolwide restorative practice implementation. We moved from a school that had a "three-strikes and you're out" system to one where our whole staff is trained in restorative practices and uses restorative chats, classroom break spaces, and the Montessori peace rose to navigate disagreement in ways that are meaningful and effective. Recently, two preschool students were tossing mulch at each other and the classroom paraprofessional walked over. When she approached, the three-year-olds stopped and, without adult prompting, told her it was time for a talking piece. At an early age, they are learning that listening and open communication can resolve conflict.

After our whole staff attended an on-site Circle 1 training in 2023, we built a schoolwide circle time into our schedule. A staff team including teachers, classroom assistants, our librarian, and paraprofessionals write scripts weekly to bridge our schoolwide circle time with the Montessori virtues. We are looking forward to expanding our implementation by developing a student ambassador program and sharing our work with parents, families, and our larger Winona community."

– Sherry Lohmeyer, Assistant Head of School



As always, you can reach our NED team at

[MDE.NED@state.mn.us](mailto:MDE.NED@state.mn.us) with questions or for support.

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