

This Document can be made available in alternative formats upon request

State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-SECOND SESSION

H. F. No. 1421

02/22/2021 Authored by Hassan and Keeler
The bill was read for the first time and referred to the Committee on Education Policy

1.1 A bill for an act
1.2 relating to education; modifying requirements for teacher shortage areas; modifying
1.3 unrequested leave of absence plan requirements; amending Minnesota Statutes
1.4 2020, sections 122A.06, subdivision 6; 122A.40, subdivision 10; 122A.41,
1.5 subdivision 14a.

1.6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.7 Section 1. Minnesota Statutes 2020, section 122A.06, subdivision 6, is amended to read:

1.8 Subd. 6. Shortage area. (a) "Shortage area" means:

1.9 (1) licensure fields and economic development regions reported by the commissioner
1.10 of education or the Professional Educator Licensing and Standards Board as experiencing
1.11 a teacher shortage; and

1.12 (2) economic development regions where there is a shortage of licensed teachers who
1.13 reflect the racial or ethnic diversity of students in the region.

1.14 (b) A teacher fills a shortage area if the teacher:

1.15 (1) has a license in a licensure field identified as a shortage area in an economic
1.16 development region; or

1.17 (2) self-identifies with a race or ethnicity that is underrepresented among the teachers
1.18 in an economic development region when compared to the racial or ethnic diversity of
1.19 students in the region.

1.20 EFFECTIVE DATE. This section is effective the day following final enactment.

2.1 Sec. 2. Minnesota Statutes 2020, section 122A.40, subdivision 10, is amended to read:

2.2 Subd. 10. **Negotiated unrequested leave of absence.** The school board and the exclusive  
2.3 bargaining representative of the teachers must negotiate a plan providing for unrequested  
2.4 leave of absence without pay or fringe benefits for as many teachers as may be necessary  
2.5 because of discontinuance of position, lack of pupils, financial limitations, or merger of  
2.6 classes caused by consolidation of districts. The plan must prioritize the retention of teachers  
2.7 who fill shortage areas in accordance with section 122A.06, subdivision 6.

2.8 **EFFECTIVE DATE.** This section is effective for collective bargaining agreements  
2.9 effective July 1, 2021, and thereafter.

2.10 Sec. 3. Minnesota Statutes 2020, section 122A.41, subdivision 14a, is amended to read:

2.11 Subd. 14a. **Negotiated unrequested leave of absence.** The school board and the exclusive  
2.12 bargaining representative of the teachers must negotiate a plan providing for unrequested  
2.13 leave of absence without pay or fringe benefits for as many teachers as may be necessary  
2.14 because of discontinuance of position, lack of pupils, financial limitations, or merger of  
2.15 classes caused by consolidation of districts. The plan must prioritize the retention of teachers  
2.16 who fill shortage areas in accordance with section 122A.06, subdivision 6.

2.17 **EFFECTIVE DATE.** This section is effective for collective bargaining agreements  
2.18 effective July 1, 2021, and thereafter.