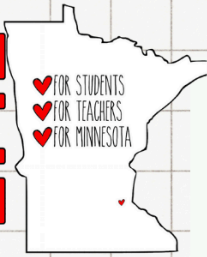


Show your work!

EML



The Lakeville School Board is using “unfunded mandates” as an excuse to not invest in a fair contract, with no evidence. We did the work, here are our notes.

This screenshot is from isd194.org/negotiations

Q: Why can't the District use all the increased state funding to increase employee salaries?

The last round of MN legislation included dozens of new state mandates, most of which include:

- ~~o~~ Teacher licensure modifications **No cost to the district**
 - ~~o~~ Introduction of unemployment insurance for non-certified hourly employees **Funded by the state until 2027, no cost**
 - ~~o~~ Significant curriculum alterations, including new mandatory courses **Why would this have a cost?**
 - ~~o~~ Changes to graduation requirements and academic standards **This too.**
 - ~~o~~ New professional development requirements **These are the same thing, and the state put \$35M towards reimbursing districts.**
 - ~~o~~ Implementation of the READ Act
 - ~~o~~ Implementation of Earned Sick and Safe Time leave **Our contract already had this. No change, no cost.**
 - ~~o~~ Introduction of a paid family and medical leave program **Doesn't begin until 2026.**
 - ~~o~~ Amendments to student discipline for non-exclusionary procedures and requirements **No cost!**
 - ~~o~~ Enhanced school safety training and limitations along with new suicide prevention in **No cost!**
 - ~~o~~ New district reporting requirements **This involves watching a video in class? No cost.** **What kind of reporting? How much does it cost to write one report? (they haven't answered)**
 - ~~o~~ Adjustments to teacher tenure requirements **No cost.**
 - ~~o~~ Enhancements to teachers' pension program **Reimbursed by the state through pension adjustment aid! Also includes Supt. and admin!**
 - ~~o~~ Universal meals **Fully funded by the state! No cost!**
 - ~~o~~ Adjustments to the collective bargaining process **Why would this have a cost?**
 - ~~o~~ Expansion of pregnancy and nursing accommodation requirements **No statute??**
 - ~~o~~ Provisions for e-Learning days and school closure requirements
 - ~~o~~ And more **?** **State-funded pay for ESPs? No cost.**
- Okay, tell us what “more” is!** **We used this link!**

For a comprehensive list of all the new legislation introduced, please refer to this link: <http://>

Our community deserves transparency and accountability from our school board.

Please contact your school board member.