

1.1 ..... moves to amend H.F. No. 4415, the first engrossment, as follows:

1.2 Page 1, delete subdivision 2 and insert:

1.3 "Subd. 2. **Distance learning period; employees.** (a) The provisions of this subdivision  
1.4 apply during the distance learning period.

1.5 (b) As funds are available, school districts and charter schools must continue to provide  
1.6 full pay and benefits to all staff, including nonsalaried staff, and hourly staff, as planned in  
1.7 the school budget and bargained agreements.

1.8 (c) Consistent with Emergency Executive Order 20-19 districts must utilize available  
1.9 staff, including classroom teachers, paraprofessionals, administrators, school support staff,  
1.10 nutrition staff, bus drivers, and contract bus drivers, who are able to work during the distance  
1.11 learning period.

1.12 (d) School districts and charter schools must make all reasonable attempts to provide  
1.13 work to employees who support day-to-day operations of the school and district. Consistent  
1.14 with applicable labor agreements, school districts and charter schools must allow for telework  
1.15 and remote work to the extent possible.

1.16 (e) To the extent that it is necessary for teachers and other staff to be physically present  
1.17 in schools, school districts and charter schools must provide conditions for staff in compliance  
1.18 with a social distancing model that complies with Minnesota Department of Health  
1.19 guidelines. Employers are expected to publicly post their safety and health procedures,  
1.20 detailing how they are following Minnesota Department of Health guidance to ensure that  
1.21 they have provided a safe and healthy work place. This includes ensuring the appropriate  
1.22 number of students and staff are in spaces that allow for recommended physical distancing.  
1.23 School districts and charter schools must also ensure safe and thorough cleaning protocols  
1.24 are in place and consider providing training for staff on health, safety, and cleaning protocols.

2.1 (f) Because it is the duty of the employer to provide a safe and healthy work place for  
2.2 their employees, it is imperative that school districts and charter schools follow the public  
2.3 health guidance from the Minnesota Department of Health.

2.4 (g) School districts and charter schools must provide reasonable accommodations to  
2.5 employees in high risk categories, and nothing in this subdivision should be construed to  
2.6 encourage or require those in at-risk categories to take any action inconsistent with public  
2.7 health recommendations or the advice of their doctors. If a worker cannot perform duties  
2.8 as assigned due to high risk medical status as defined by the Minnesota Department of  
2.9 Health, workers can request a reassignment, or take medical leave as previously defined by  
2.10 each workplace or applicable labor agreement.

2.11 (h) School districts or charter schools experiencing staff shortage and currently using  
2.12 all available staff may:

2.13 (1) partner with local healthcare organizations to see if they can offer school-age care  
2.14 for their employees;

2.15 (2) partner with neighboring school districts;

2.16 (3) visit [mn.gov/childcare](http://mn.gov/childcare) to identify childcare providers, including a map of available  
2.17 providers; or

2.18 (4) reach out to the Minnesota Department of Education for connection to the Children's  
2.19 Cabinet or other partners for emergency operations problem solving.

2.20 (i) Consistent with applicable Emergency Executive Orders, school districts or charter  
2.21 schools may make budget-based layoffs of staff or administrators for programs where  
2.22 dedicated funding streams do not exist, in accordance with applicable labor agreements.

2.23 School districts and charter schools should consult with their attorneys for questions about  
2.24 compliance with contracts and unemployment benefits."