Paid Leave Education FAQs

Q: Can teachers take Paid Leave when they are not scheduled to work?

A: Yes, teachers can take Paid Leave when they are not scheduled to work if they otherwise meet all the eligibility requirements set forth in the statute. The Minnesota Paid Leave Law does not create an exception for teachers from other employees covered by Paid Leave. A covered individual can take Paid Leave when 1) they are unable to perform regular work due a qualifying condition and 2) they meet all other eligibility requirements.

Q: How will benefits be calculated for teachers who get paid on a 10-month vs. a 12-month schedule?

Benefit payments are determined based on the high quarter of the previous four quarters of wages. This means teachers paid on a 10-month schedule may have more wages in their high quarter than a teacher paid on a 12-month schedule and may receive a higher benefit payment calculated using the same method.

Benefit payments are based on wages from all jobs worked in a previous year. Teachers that have summer employment may have additional wages included in their base period.

Q: How will pay be handled if a teacher starts leave over the summer?

The Paid Leave law states that employees must not work during a leave and must report any hours worked for wages during a leave. For example, if an employee on Paid Leave starts working a second job during their leave, they must report wages from that second job to Paid Leave, and the wage information may be used to prorate their benefit.

Pay that is earned for previous work completed before a leave, such as bonuses, commissions and backpay will not affect their benefit. For example, if a teacher is paid on a schedule that includes months when pay is attributable to previous work they performed before going on leave, that pay does not need to be reported and will not be offset from the benefit.

Q: Can an employer deny an employee's proposed intermittent leave schedule if it presents staffing challenges to the school?

The statute allows employees to take all types of leave, including bonding leave, using either a continuous or intermittent leave schedule. Unlike FMLA, there is no specific ability for an employer to deny a proposed intermittent leave schedule.

Paid Leave recommends employers communicate proactively with employees who may be eligible for bonding leave in 2026 and discuss how leave schedules could minimize negative disruptions to schools and students while being mindful of refraining from interference or retaliation.

An employee requesting leave taken intermittently must provide the employer with a schedule of needed workdays off as soon as practicable and must make a reasonable effort to schedule the intermittent leave so as not to disrupt unduly the operations of the employer. If this cannot be done to the satisfaction of both employer and employee, the employer cannot require the employee to change their leave schedule to accommodate the employer. At least 30 days of advance notice is required, when the leave is foreseeable.

Paid Leave has created a dispute process if an employee failed to share the need for leave and a proposed leave schedule with their employer prior to applying to the division. Filing a dispute will delay the adjudication process but it will not prevent someone from taking leave.

Q: Can employees take Paid Leave from stipend-based positions, like coaching roles and department chair position?

Casual positions that are paid by a stipend are considered covered employment. If someone was paid a stipend in their base period, these wages could be included in their high quarter and increase an employee's possible benefit amount.

If an employee applies for Paid Leave they can take leave from one or more jobs. If an employee continues to work a second job, as a coach or otherwise, those wages should be reported to Paid Leave and may be used to prorate their benefit.

Q: Are school employees allowed to split their bonding leave in multiple chunks, such as 4 weeks in January and then another 5 weeks in April?

The Paid Leave law does not prevent an employee from taking bonding leave in multiple chunks as long as the leave is taken before the child's first birthday. There are no specific exceptions for schools in statute.

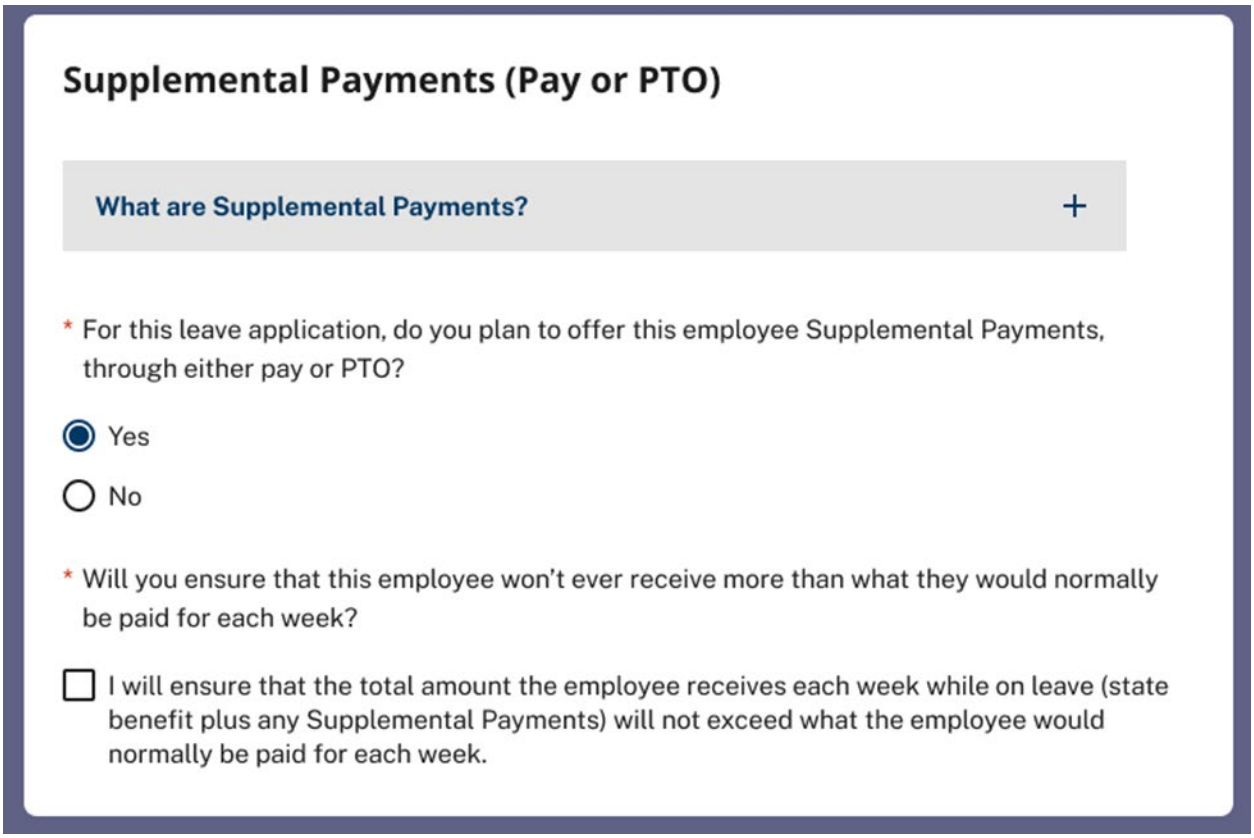
Paid Leave recommends employers communicate proactively with employees who may be eligible for bonding leave in 2026 and discuss how leave schedules could minimize negative disruptions to schools and students while being mindful of refraining from interference or retaliation.

Q: Are education employers required to provide supplemental benefits?

The decision to offer supplemental benefits is up to the employer unless a collective bargaining agreement relationship exists.

Q: If an employer is offering supplemental benefits, how will they let Paid Leave know?

During the employer review step, employers will be required to notify Paid Leave if they plan to provide supplemental payments. If they plan to offer those to that employee, they must acknowledge the total amount the employee receives each week while on leave will not exceed what the employee would normally be paid. (see screenshot below)



Answers to these FAQs are informational only and only apply to Minnesota Paid Leave Law. These answers are not a source of law or legal advice, and do not contemplate the applicability or effect of any other law or regulation. Furthermore, these answers do not contemplate the impact of provisions contained in a collective bargaining agreement. To review the requirements under Minnesota Paid Leave Law, see Minnesota Statutes, chapter 268B and Minnesota Rules, chapter 3317.

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