

HOUSE RESEARCH

Bill Summary

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Subject: Veterans and Military; amending Pay Differential Program for School District Employees ordered into Active Military Service

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Overview

Background: Minnesota's Pay Differential Program provides for compensatory pay by a public employer to an employee who, as a member of the National Guard or other Reserves, is ordered into active military service at any time. Such pay is available to the employee only if the person's salary as a service member is less than the person's salary as a public employee.

For State of Minnesota employees, such payment is mandatory. However, local governments have discretionary authority for paying a salary differential to mobilized employees, except that school districts are required to do so. Nevertheless, a school district is required to pay a salary differential only up to the amount of savings it accrues for an employee's specific position, after hiring a replacement (i.e., often resulting in a partial payment).

The bill would change the requirement for salary differential pay by school districts by requiring a district to pool its salary savings from the positions of all its deployed employees, including from the positions of those who themselves happen not to be eligible for a pay differential payment. The effect would be to possibly increase the amounts of any partial payments being paid to eligible deployed school district employees.