



INDEPENDENT SCHOOL DISTRICT #113
301 4TH STREET, P.O. BOX 4000
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Superintendent's Office
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W.H.A. School Board Proposed Legislative Resolution For 2026 MSBA Delegate Assembly

Whereas, Paid Family Medical Leave has replaced the need for employees to accrue more than 30 days of employer provided medical leave to reach the 90-day requirement to access long term disability benefits.

Therefore, be it resolved:

Employees can accrue in many districts up to 120 days of medical leave. The original intent was to have this for catastrophic medical issues and get to long term disability insurance. There is no longer a need. This leaves a significant liability to the district. It also leaves a risk of being abused by employees who view it as an entitlement. This also leaves the districts with a long-term liability of significant potential costs.

Current language in WHA Teacher Bargaining Master Agreement (Abbreviated for this resolution)

ARTICLE IX - LEAVES OF ABSENCE

Section 1. Sick Leave

Subd. 1. Earning:

A full-time teacher shall earn sick leave at the rate of 12 days each year of service in the employment of the School District.

Subd. 2. Accumulation:

Unused sick leave days may accumulate to a maximum of 120 days of sick leave per teacher.

Subd. 4. Excess Sick Leave Compensation Plan:

Any teacher who has accumulated 120 sick days or 15 years of School District service and 60 days of accumulated sick leave as of the last day of the school year will receive \$800.00 that will be deposited into their VEBA account.

Subd. 10 Sick Leave Buy Back

Upon retirement, teachers who have served 25 or more years in the district shall have funds deposited into their VEBA account for up to 90 of their accumulated, unused sick days at a rate of \$175 per day.

WHA Board Chair

WHA Board Clerk