Teacher Shortage
SF759, SF767 Senator Jensen
HF1170 Representative Bennett & HF645 Representative Kiel

All students should have the opportunity to attend school with a high quality classroom teacher. However, we are experiencing a teacher shortage in some license areas in many parts of the State. Our school districts need some flexibility in hiring and retaining highly qualified teacher to fulfill this goal.

- School district leaders cited the difficulty in filling certain positions such as special education, math and science, consumer science, business teachers.
- There are 3,447 (6% of teaching force) teachers who lacked the necessary licenses for the subjects and the grade levels taught. These areas have remained within the top 11 or 12 for all five years.
- The enrollment of students with special needs is increasing while special education teachers (of all types) are identified as shortage areas.
- U.S. Department of Education has declared Minnesota of having a teacher shortage in 27 areas of licensure.
- Outstate rural school districts are seeing a sharp decline in the number of applicants in the response to teaching position openings.
- The number of teachers of color has not increased while students of color are increasing.
- Teacher licensure and testing requirements are creating obstacles in hiring and retaining highly qualified teachers.

Last In, First Out
SF473 Senator Pratt & SF97 Senator Bonoff
HF2, HF721 Representative Loon

School Board Members are responsible for hiring and the painful job of letting go teachers when layoffs are required. When layoffs are required, school boards need the ability to retain the excellent teachers that best fit the needs of the school district and students today and in the future. This bill allows school board members the ability to retain the best teachers when teacher layoffs are required.

- HF2 would require school board and teacher bargaining unit to develop a process to lay off teachers due to budgets reductions, fewer pupils or consolidation.
- This process must include the teacher development and evaluation tool and may take seniority into consideration. Retains due process.
- School boards should have the flexibility to evaluate their staffing needs for today and in the future and exercise their authority using the locally negotiated criteria (may include seniority) and retain the right teacher for the right job for the right reasons.