

# **Summer UI Benefits for School Support Staff: Evidence from Minnesota and What It Might Mean for Vermont in S.37**

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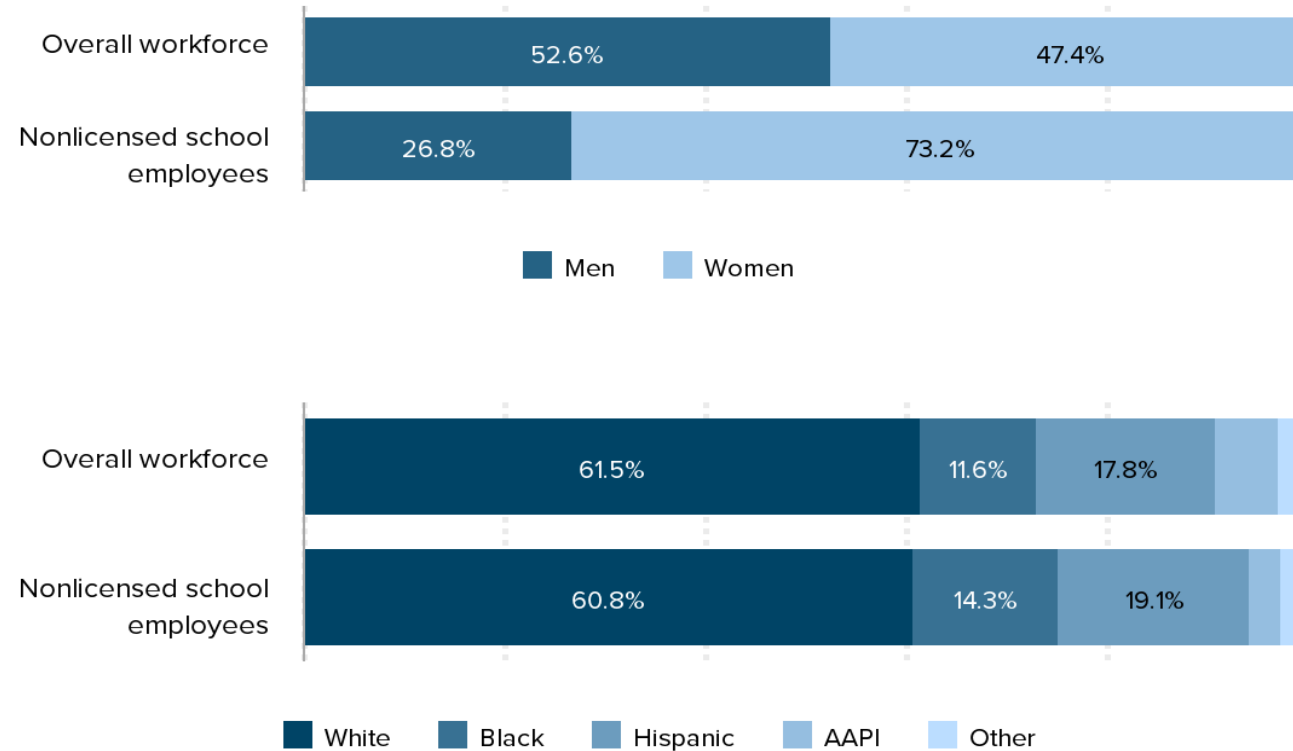


# Summer unemployment benefits could increase K–12 support staff incomes by \$1.2 billion nationwide

By **Dave Kamper**, **Sebastian Martinez Hickey**, and **Daniel Perez** • September 5, 2024

# Who are school support staff?

Women, Black, and Hispanic workers are disproportionately represented in nonlicensed education occupations

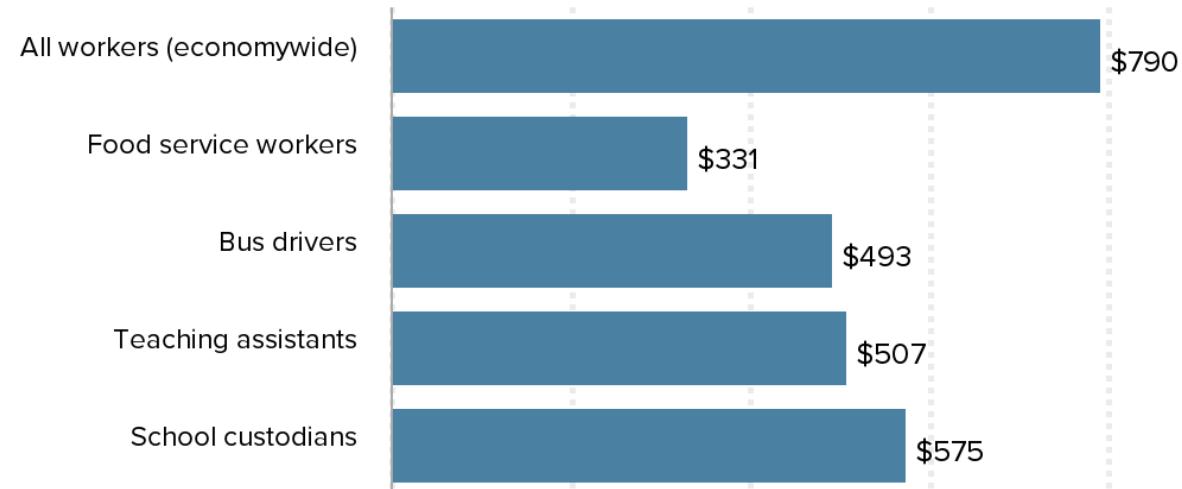


Source: EPI analysis of 2019 ACS microdata.

# Who are school support staff?

## Education support staff are paid very low wages

Weekly median wages of all workers and K–12 public education support workers



**Notes:** Weekly wages in 2020 dollars.

**Source:** EPI analysis of 2014–2019 pooled Current Population Survey microdata.

Source: Dave Cooper and Sebastian Martinez Hickey, "Raising Pay in Public K-12 Schools Is Critical to Solving Staffing Shortages" <https://www.epi.org/publication/solving-k-12-staffing-shortages/>

# **Summer Unemployment Insurance (UI) for Nonlicensed School Staff**

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# Summer Unemployment Insurance (UI) for Nonlicensed School Staff

- 1) Teachers, principals, superintendents are excluded by federal law.
- 2) A person *cannot* refuse suitable offers of employment to collect UI.

# Calculating the Effects of Summer UI for Nonlicensed School Staff

- 3) UI benefits are approximately 50% of regular wages.
- 4) School districts are “direct reimbursers” – therefore **NO IMPACT** on business UI tax rates

# Calculating costs and benefits

**The question is reciprocity:** *how many workers will receive UI? What will the uptake be?*

- *How many nonlicensed school staff work for the school district part or full time in the summer?*
- *How many have other summer employment?*





# What we calculated for Minnesota

- Illinois did this, summer of 2020
- We adjusted for the size of the workforce and made an estimate of how workers would be impacted in Minnesota.
- Our Minnesota projection for 2023: **\$32.7 million**
- The real number in 2023: **\$38.6 million**
  - Most likely to use: school bus drivers
  - Least likely: janitorial/custodial
- Minnesota in 2024: \$56 million (approx. 40% real increase)

# Calculation for Vermont

<b>Job category</b>	<b>Number in Vermont</b>	<b>Share of this category who took the benefit in Minnesota</b>	<b>Equivalent in Vermont</b>
<b>Food Service</b>	680	22.8%	155
<b>Janitor/Custodial</b>	970	0.2%	2
<b>Office and Admin</b>	850	7.4%	63
<b>Paraprofessional</b>	4,710	18.9%	888
<b>School Bus Driver</b>	310	55.4%	172

# Net estimated benefits

**\$5,651,621, equal to 0.25% of Vermont's  
total K-12 budget**

If numbers equivalent to Minnesota year 2: ~\$8,000,000,  
equal to 0.35% of Vermont's total K-12 budget

# Possible difference between Minnesota and Vermont

Do more or fewer Vermont school employees work a 12-month year? Do more or fewer Vermont school employees have a different summer job?

Minnesota 2024 reciprocity rate: 56%

Vermont 2024 reciprocity rate: 32%

(source: <https://oui.doleta.gov/unemploy/chartbook.asp>)

# Thank you!

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