

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #33
OCTOBER 26, 2023**

**EA Contract
SCSP Contract
Licenced Contract**

Paid Family Medical Leave

Memorandum of Agreement between
Saint Paul Public Schools, ISD No. 625
AND
Saint Paul Federation of Educators

This Memorandum of Agreement is by and between Independent School District No. 625 (hereinafter “the District”) and the Saint Paul Federation of Educators (hereinafter “the Federation”), exclusive representative for members of the Licensed Staff Bargaining Unit, Educational Assistant Bargaining Unit, and School and Community Support Professionals Bargaining Unit. It is entered into for the specific purpose of setting forth a labor management committee to prepare for the implementation of Paid Family Medical Leave in 2026.

WHEREAS, the Minnesota State Legislature created a Paid Family Medical Leave program; and

WHEREAS, the program will commence January 2026; and

NOW THEREFORE, be it resolved; that:

1. The district and the federation will convene a minimum of three labor management meetings for school year 2024-25 to discuss the implementation of the state Paid Family Medical Leave program.

This MOA will be in effect until June 30, 2025.

For the Federation

For the District

Date

Date