

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #49
DECEMBER 7, 2023**

LICENSED STAFF CONTRACT

ARTICLE 9. ADDITIONAL COMPENSATION PROVISIONS (continued)

Subd. 1. Special Education Summer Term. A teacher employed in the special education summer term program aka ESY shall be paid the same as the rate paid for ALC Summer term teachers defined in Subd. 2 of this section.

Subd. 2. ALC Summer Term Program. ~~Beginning with the 2022 summer session/extended school year (ESY),~~ a District contracted teacher whose step placement is Step 10 or higher in the school year immediately preceding summer term will earn ~~\$40~~ **\$50** per hour. A District contracted teacher whose step placement is Step 9 or lower in the school year immediately preceding summer term and non-contracted teachers will earn ~~\$35~~ **\$45** per hour. This rate of pay shall be considered the minimum summer school pay rate. **These rates will increase annually by the same percent as regular pay beginning July 1, 2024.** The district may increase rates of pay for summer school as long as it is applied to all licensed staff working the summer school session. **All hours worked for a summer term program shall be at the rates described in this subdivision, and not at any rate described in Appendix D.**

~~Beginning with the 2023 ESY term:~~

- ESY teachers will work two days prior to students reporting. Up to an additional 8 hours may be paid, pending site leader approval.
- The district is committed to organizing the ESY preparation schedule to provide more in-building time for teachers to review IEPs, set up their room, and develop lesson plans. It is understood that the schedule for the two days of preparation time will include a majority of teacher directed time.
- If any additional training needs to be offered per the Executive Director of Special Education, ~~it will be paid for according to the PD rate in Appendix D.~~