

DISTRICT - Saint Paul Public Schools  
PROPOSAL #4\_TEACHERS  
~~October 26, 2023~~ January, 25, 2024

The District proposes to add the language in bold below to Article 16.

ARTICLE 16. DISCIPLINE

SECTION 2. Discipline will usually be applied progressively for sequential offenses, using the following steps:

- a. Oral reprimand
- b. Written reprimand
- c. Suspension without pay
- d. Discharge

Subd. 1. It is recognized and acknowledged by the parties that when an incident of a serious nature occurs, the Employer may move directly to the severest actions, including discharge.

Subd. 2. Discharge actions are governed by requirements of [M.S. §122A.41](#) for teachers.

**Subd. 3. Any teacher who engages in malicious or sadistic conduct as described in MN § 121A.0312 and is recommended for discharged by the district shall immediately be placed on unpaid administrative leave and shall not have access to any grievance process within this agreement**