

**SAINT PAUL PUBLIC SCHOOLS
PROPOSAL #5 EA
ARTICLE 7
6/16/25**

**EA Contract
Temporary Employment**

RATIONALE: The district stops hiring employees as regular (benefit-eligible) staff to regular positions mid-March because it can negatively impact an employee who, if hired as “regular”, would need to pay for 3 months of summer coverage over very few remaining paychecks of the current school year. The employee is being hired into a regular position on a temporary basis with the intent that the employee would convert to regular for the new school year. The language in the contract penalizes an employee by requiring they are hired to the base step, regardless of education and experience.

ARTICLE 7 – Employees’ Basic Workday and Year
SECTION 7.9 – Work Year: Full-Time Employees

7.9.3 Short-Term Temporary Employment. Any regular employment, either full-time or part-time, which is for a period of less than one (1) full calendar year in length, shall be considered short-term temporary employment. Such employment shall provide only the **entry-level** salary and legally-required pension contributions. Educational assistants who are on layoff and accept a temporary position at their level that is greater than 20 consecutive duty days shall receive their regular rate of pay. If a level 2 educational assistant accepts a level 1 temporary assignment greater than 20 days, the educational assistant will be placed at the salary schedule step within their lane that reflects the least possible loss of income from their level 2 position. **If an external candidate is hired as a temporary employee into a regular, vacant position, the salary placement shall be based on the same criteria used to place benefit-eligible Educational Assistants into a regular, vacant position.**

No other benefits provided in this Agreement shall apply for such short-term employment. The short-term employment shall terminate on the date specified to the employee. No other benefits provided in this Agreement shall apply for such short-term employment. The short-term employment shall terminate on the date specified to the employee.

Short-term employment shall be used for:

- A. The purpose of replacing an educational assistant on leave, or other temporary absence, or
- B. Filling a position until the end of a school year, or
- C. Temporary positions whose duration are not in excess of one (1) calendar year in length, or
- D. Filling a position vacated less than one (1) calendar year prior to the close of school, when no educational assistant on layoff is both qualified and available to fill the position, or
- E. Filling a position vacated due to professional training leave.