

**SAINT PAUL PUBLIC SCHOOLS
PROPOSAL #13T
ARTICLE # 11
06/16/2025**

**Licensed Contract
COMPENSATORY LEAVES OF ABSENCE**

RATIONALE: To provide allowance for contractual leaves, including the use of ESST for employees. Assists with notification for appropriate staffing of buildings and positions.

ARTICLE 11. Compensatory Leaves of Absence
SECTION #, Subd #. N/A

Leave of absence with pay or partial pay ~~shall~~ **may** be allowed upon proper application and approval by ~~the Superintendent~~ **Human Resources**, under the conditions and for the reasons set forth in this article. Teachers will be allowed time off in hour-long increments provided it has been pre-approved by the building administrator and coverage has been arranged by the teacher. The teacher providing this coverage will not receive additional compensation. This time will be deducted from the teacher's sick/personal leave as applicable. For sick leave accounting purposes, eight (8) hours is equal to one full-time (1.0 FTE) duty day