

**SAINT PAUL PUBLIC SCHOOLS  
PROPOSAL #6 EA  
ARTICLE # 9  
06/18/2025**

**EA Contract  
Winter/Spring Break Pay (10month)**

RATIONALE: The District calendar continues to evolve based on the needs of our diverse student population ~~this can~~ **and will** result in different lengths of **time for** winter **and** spring break. ~~in order to clarify break pay and to account for varied break days in the current school year calendar that may not match current agreed language for winter/spring break days~~ **and This** is more **reflective** of employees' actual work week, **and the contract has need to state this variance.**

**ARTICLE 9. ~~VACATION~~ WINTER/SPRING BREAK PAY  
SECTION #, 9.3 Winter/Spring Break Pay Ten (10) Month Employees**

9.3.1 Eligibility for Vacation. Employees must be active on the payroll in order to be eligible for this benefit.

9.3.1.1 Winter Break. Ten (10) month employees shall be eligible to accrue up to a maximum **of up to 8 hours per day for the number of available days determined by the current school year calendar not to exceed 8 days** ~~of 64 hours~~ of break pay time to be applied to winter break at an accrual rate of 0.12 for each hour paid. Accrual for winter break starts at zero on the first day of school. Time accrued will be paid during the applicable winter break periods as indicated on the SPPS school year calendar. Time accrued will be tracked on employees pay stubs.

~~Employees who work at Crossroads Elementary which is on a year around school year calendar shall be paid winter break accrual as indicated on the SPPS school year calendar. Employees must be actively employed during the break period to receive break pay.~~

9.3.1.2 Spring Break. Ten (10) month employees shall be eligible to accrue up to a maximum **of up to 8 hours per day for the number of available days determined by the current school year calendar not to exceed 5 days.** ~~40 hours~~ of break pay time to be applied to spring break at an accrual rate of 0.12 for each hour paid. Accrual for spring break starts at zero on the first day of school in January with no carry over. Time accrued will be paid during the applicable spring break periods as indicated on the SPPS school year calendar. Time accrued will be tracked on employees pay stubs.

~~Employees who work at Crossroads Elementary which is on a year around school year calendar shall be paid spring break accrual as indicated on the SPPS school year calendar. Employees must be actively~~

~~employed during the break period to receive break pay.~~

9.3.2 Exception for Unpaid Medical Leave: If an employee is employed by October 1 or December 1 as required in 9.3.1 or 9.3.2 above and is on unpaid medical leave the employee will be eligible for the winter/spring break pay period under the following conditions:

- 1) The employee has been employed as an educational assistant in the District on a full-time basis for at least one (1) full school year immediately preceding the year in question, and is so employed for the current school year; and
- 2) The employee has been employed full-time and worked at least forty (40) days between the start of school and the beginning of Winter Break,  
OR
- 3) The employee has been employed and worked at least forty (40) days between December 1 and the beginning of Spring Break