

SAINT PAUL PUBLIC SCHOOLS

PROPOSAL 22T

ARTICLE None, Additional Information (Not a part of this agreement)

6.24.25

**Licensed Contract
Retired Teacher Bonus (Substitute Teacher Language)
(Page 110 of Contract)**

RATIONALE: District no longer hires Substitute Teachers internally and uses Teachers On Call (Kelly Education Services) for our substitute teachers.

Substitute Teachers

~~All terms and conditions of employment (as defined in M.S. §179A.03, Subd. 19) for substitute teachers shall be contained solely herein and the Appendices specifically referenced herein. Substitute teachers are at will employees who work when needed by the District and whose assignments or future assignments can be terminated at any time solely at the discretion of the employer and are not grievable under the terms of this labor agreement. Except as specifically provided herein, no fringe benefits or leaves are provided substitute teachers.~~

~~Further, a substitute employee shall not have or acquire any rights or benefits other than the specific pay rate provided for the specific substitute service rendered, as such is established by the Board of Education. Substitute teachers are not prohibited from being selected and working in additional employment assignments, as specified in Article 9, Additional Compensation Provisions, or Appendix C, Extracurricular Activities. However, payment of any such rate for a particular service rendered to a person who is not otherwise employed by the District, either as a regular teacher or under one of the sections herein, does not constitute or imply any employment relationship other than payment for the particular service rendered. 111~~

~~SECTION 1. CASUAL SUBSTITUTE TEACHING SERVICE.~~

~~The responsibilities of casual substitute teaching service are instructional in nature and do not extend beyond approximately fifteen 15 minutes before and after student contact hours. Casual substitute teaching is normally on a day-to-day assignment basis.~~

~~In general, casual substitute teaching service means temporarily replacing the regular teacher(s) and performing the professional duties that would have been performed by the regular teacher(s) on that day. Additional assignments that would not have been the~~

~~duties of the absent teacher(s) on that day will not be assigned to the casual substitute teacher, unless the substitute teacher consents.~~

~~1.1 Casual substitute teaching service basic rate of pay shall be:~~

~~Up to 159 hours — \$130 per day~~

~~After 160 hours — \$135 per day~~

~~After 300 hours — \$140 per day~~

~~Termination of a casual substitute teaching assignment shall occur by notice from the supervisor to whom the substitute is assigned. It shall be the responsibility of the substitute teacher to report to the principal or supervisor before leaving the building at the end of the school day for notice regarding assignment for the following day. Once officially notified of reassignment for the following day, the substitute teacher shall be considered reassigned for the following day. It is the responsibility of the regular teacher to call the Substitute Employee Management System (SEMS) when it is necessary to extend an absence (Regular teachers see also Article 11, Compensatory Leave).~~

~~SECTION. 2. LONG-TERM SUBSTITUTE TEACHING SERVICE. Long-term substitute teaching service is defined as a continuous single teaching assignment for 15 school days or more. The responsibilities of long-term substitute teaching service are essentially the same as for the regular contract teacher, encompassing not only instructional activities but also other responsibilities typically assumed by contract teachers. In-service and professional days on the school calendar which are duty days for regularly-contracted teachers, and which occur during continuous service in a casual substitute teaching assignment shall be counted toward qualification of the assignment as long-term substitute teaching. However, the in-service or professional day shall not be worked and/or paid unless it is specifically assigned as a substitute teacher duty day for the individual involved.~~

~~2.1 Long-term substitute teaching service rate of pay shall be:~~

~~\$150 per day.~~

~~LONG-TERM SUBSTITUTE TEACHER SICK LEAVE. Long-term substitute teachers shall earn one (1) day of sick leave for each 20 days worked on a single assignment. Days worked in excess of an even multiple of 20 days in a single assignment shall be recorded by the Human Resource Department, and shall be counted toward the earning of additional sick leave in the next long-term assignment. When a substitute teacher is contracted as a regular teacher by the District during the school year in which the sick leave is earned, or the school~~

~~year immediately following, such accumulated and unused sick leave shall be added to that leave to which the teacher is entitled under the provisions of this Agreement for regular contract teachers. For a substitute teacher not contracted as provided above, earned and unused sick leave shall be carried over into the next school year to a maximum of 30 days accumulation. Unused sick leave shall not, however, be maintained on the records and carried forward beyond a school year in which no substitute service is performed in the District.~~

~~The use of sick leave by substitute teachers shall be allowed only within a long-term or acting incumbent substitute assignment. 112 Additional Information Regarding Substitute Teachers (continued)~~

~~2.2.2 Payment for sick leave taken shall be made at the rate applicable for the particular assignment for which the long term or acting incumbent substitute teacher was assigned on the day the sick leave was taken.~~

~~2.2.3 A maximum of one (1) day of earned sick leave in any given school year may be used for bereavement leave by a substitute teacher who is then currently working in a longterm assignment. Such day is deductible from the accumulated unused sick leave total of that substitute teacher. Eligibility limitations (but not number of leave days) shall be the same as specified in Article 11, Section 3, Subdivision 1. of the Agreement.~~

~~SECTION 3. RETIRED TEACHERS BONUS. Saint Paul Public Schools' retired teachers who substitute teach on a casual or long term basis for a minimum of 20 days in a school year shall receive a bonus of \$20 per day for each day of substitute service. This bonus will be paid at the end of the school year in which substitute teaching service occurs.~~

~~SECTION 4. GENERAL PROVISIONS.~~

~~4.1 Half-day (1/2) substitute service shall be paid at one-half (1/2) the daily rate for the assignment. One-half (1/2) day shall be the minimum assignment for a casual substitute.~~

~~Substitute pay shall not extend to the winter and spring recesses except when a specific assignment includes duty days within those recesses; however, a substitute shall qualify for holiday pay at the rate stated for the current assignment if the substitute has been assigned and taught for pay on both the last student-contact day before and the first~~

~~student-contact day after a school holiday. For purposes of substitute holiday pay, October professional conference days shall not be considered holidays.~~

~~Per diem rates for substitute service shall be supplemented under the conditions herein provided.~~

~~4.3.1 Substitute teachers who are assigned one (1) hour of teaching duties in addition to the regular school day as defined in this Agreement shall be paid an additional \$12 per day for the additional hour.~~

~~4.3.2 Long-term substitute teachers shall be covered by the provisions of Article 9, Section 9, Contract Teachers as Substitutes, as though they were contract teachers.~~

~~The District may at its discretion increase the rate of pay for substitute teachers at any time during the term of this Agreement.~~