

**SAINT PAUL PUBLIC SCHOOLS  
PROPOSAL 24T  
ARTICLE none - MOA  
6/24/2025**

**Licensed Contract  
Payroll Days MOA Settlement**

RATIONALE: MOA was written incorrectly for Birth to 3 staff, and was not the agreed intent of the grievance settlement in 2022. The language is inconsistent with how other teachers who work outside their contract year are paid. Also the payroll system is not designed to support the rate derived under the erroneous language.

ARTICLE none. - MOA

SECTION none - MOA – Payroll Days MOA Settlement

**Memorandum of Agreement between Saint Paul Federation of Educators and Independent School District No. 625, Saint Paul, Minnesota**

Whereas, the Saint Paul Federation of Educators (“the Union”) and Independent School District No. 625, Saint Paul Public Schools (“the District”) are parties to a collective bargaining agreement; and

Whereas, for purposes of this agreement, “teachers” refers to all members of the aforementioned collective bargaining unit;

Whereas, the District employs teachers to work for a specified number of duty days per school year; and

Whereas, the parties have agreed that teachers will receive equal paychecks pursuant to Article 8, Section 1, subd. 4 of the parties’ collective bargaining agreement; and

Whereas, the Union filed multiple grievances relating to the daily rate of pay of teachers; and  
Whereas, these disputes have been assigned BMS Case Nos. 18-PA-0222, 18-PA-0221, and 18-PA-0220; and

Whereas, the parties wish to resolve this matter in an amicable fashion and foreclose future disputes.

Therefore, be it resolved that:

1. The paid time for 10-month teachers comprises 187 duty days and 23 non-duty days, for a total of 210 days (“payroll days”).
2. The paid time for teachers who are contractually obligated to work more than 187 duty days shall have the number of additional contractual duty days required of their position added to 187, along with the 23 non-duty days (“payroll days”). This paragraph does not

include 12-month teachers identified in Paragraph 3.

3. The paid time for teachers at Crossroads Elementary and in the Birth to Three program, whose contractual obligation requires them to work 187 days over a period of 12 months is 260 days (“payroll days”). Those individuals work over the course of twenty-six payroll periods.

4. The “daily rate of pay” for a teacher is calculated by dividing the “annual salary” by the number of payroll days for the respective position, as explained above in Paragraphs 1 through 3. When referenced throughout this agreement, the “annual salary” is either: (1) listed in Appendix A of the collective bargaining agreement; (2) calculated as explained below in Paragraph 5 only for the selected positions identified in Paragraph 5; or (3) calculated as explained below in Paragraph 6 only for the selected positions identified in Paragraph 6.

5. This Paragraph applies **only** to those teachers whose assignment under the contract requires more than 187 duty days (i.e., those Athletics Directors, COSAs, and TOSAs whose contractual assignment requires more than 187 duty days):

- a. The annual salary for the teachers referred to in this Paragraph will be calculated as follows:
  - i. Step 1: The annual salary as listed in Appendix A of the collective bargaining agreement is divided by the number of contractual duty days (187) of a classroom teacher;
  - ii. Step 2: The number derived in Step 1 is multiplied by the number of contractual duty days of the teacher identified in Paragraph 5; and
  - iii. Step 3: The number derived in Step 2 reflects the annual salary of the teacher identified in Paragraph 5.
  - iv. This annual salary does not reflect the daily rate of pay. The daily rate of pay is calculated is set forth in Paragraph 4.

6. This paragraph applies only to those teachers whose assignment under the contract requires **the same number of duty days as a classroom teacher (187) but** that they work over a 12-month period (i.e., teachers working in the Birth to Three program ~~or at Crossroads~~ or any other year-round school):

- a. The annual salary for the teachers referred to in this Paragraph will be calculated as follows:
  - i. Step 1: The annual salary as listed in Appendix A of the collective bargaining agreement is divided by the number of contractual duty days (187) of a 10-month classroom teacher;
  - ii. Step 2: The number derived in Step 1 is multiplied by ~~260~~ **187** days; and
  - iii. Step 3: The number derived in Step 2 is the annual salary of the teacher identified in Paragraph 6.
  - iv. This annual salary does not reflect the daily rate of pay. The daily rate of pay is calculated is set forth in Paragraph 4.