

**SAINT PAUL PUBLIC SCHOOLS  
PROPOSAL 21T  
ARTICLE 10  
06-24-2025**

**Licensed Contract  
Vacation Move to Accrual**

RATIONALE: Better understanding for employees, less harm to employees when collection of overused hours is collected on final paycheck or overpayment is billed. Simplicity for employees at the start of the school year or hired at various times of the year.

**ARTICLE 10. COMPENSATORY LEAVES OF ABSENCE**

**SECTION 4. VACATION FOR TWELVE (12) MONTH TEACHERS.**

Teachers whose annual contracted service is 12 calendar months shall receive 20 days ~~(160 hours) paid vacation~~, **of Vacation leave that will accumulate at the rate of .0769 for each full hour on the payroll, excluding work paid under appendix D** each year of which no more than ten (10) days (80 hours) may be carried over to the following year. Carryover vacation time shall not be accumulated from year to year in excess of the ten (10) days (80 hours) allowed.