

SAINT PAUL PUBLIC SCHOOLS

PROPOSAL 23T

ARTICLE #8

6.24.25

**Licensed Contract
Equal Paycheck-Paycheck Distribution**

RATIONALE: The district recognizes the purpose of the “equal paycheck” language is to ensure staff get relatively equal paychecks throughout the school year including over MEA, winter, and spring break. With the start of the school year varying based on the calendar and which week of the pay period it occurs, this can result in pre-paying teachers 40 hours on the front end of the contract year, and they still have duty days after the pay period for the last paycheck of the contract year. In addition, not all teachers have actual equal paychecks based on schedule/duty days, the current language unnecessarily harms employees when pre-paid funds must be collected, and it causes confusion to employees about pay for their last week of work for the school year.

**ARTICLE 8. BASIC SALARY SCHEDULES AND CONDITIONS FOR COMPENSATION
SECTION 1, Subd 4. ~~Equal Paychecks~~ **Distribution****

District Employees shall be paid on a bi-weekly basis and have a choice of **being paid over their contract year or the full calendar year.** ~~21 or 26 equal paychecks effective with the 2012-2013 school year.~~ **Effective with the 2026-2027 school year, when the first official duty day of the contract year occurs in the second half of a pay period, the teacher’s first paycheck is split with their first and last paycheck of the contract year based on 1 week each. The remaining amount of the teacher’s salary is divided equally across the paychecks throughout the year.**

- **Supplemental pay, extra curricular, and other additional payments that are not specifically listed in contract language or an MOU as being prorated over multiple paychecks are excluded by this language**
- **Unpaid leaves of absence and other unpaid days affect the amount of days paid in any given pay period.**

If an employee chooses to **set aside a portion of their salary to be paid during the summer**, ~~change between 21 or 26 equal paychecks~~, such election must be made prior to July 1st **September 30th** of each year. ~~The implementation of the new election will become effective with the first pay period of the following school year~~