

**SAINT PAUL PUBLIC SCHOOLS
PROPOSAL 19T
ARTICLE #14
05/15/2025**

**Licensed Contract
Probationary Teacher In-Service Days Compensation**

RATIONALE: Clarify Inconsistent Language in Article 14 Section 2 Subd. 4 4.1 and Article 20 Section 1 Subd. 4 and update language to align with current compensation options agreed upon in an MOA.

ARTICLE 14. Teachers' Basic Contract Year and Teachers' Day
SECTION 2, Subd 4. Probationary Teacher In-Service Days

4.1 Probationary teachers will ~~be paid for actual time worked based on the hourly rate of pay for workshops in Appendix D~~ **receive the hourly rate of pay for workshops in Appendix D, release time, or in-service credits for all training days with option given to teachers on type of compensation when feasible. Compensation for teachers in Lane 12/13 or 14 in Appendix A - Salary Schedule will receive release time or the hourly rate of pay for workshops in Appendix D.**

K-12 Teachers Covered Under Tenure Law

RATIONALE: Update language to align with new state statute regarding teacher tenure in cities of the first class passed in 2023

ARTICLE 14. Teachers' Basic Contract Year and Teachers' Day
SECTION 2, Subd 2. **K-12** Teachers covered under tenure law

Probationary teachers covered under the Teacher Tenure Act will be provided all rights as provided under M.S 122A.41 Subd. 2. Teachers shall be deemed to be in the probationary period during their first three years of consecutive employment **in a single district or charter or during their first year of employment in SPPS if they have verified three years of previous consecutive employment in a single district or charter**. During this period, a teacher's annual contract may be non-renewed at the discretion of the District and without right of appeal. A probationary teacher is deemed reemployed for the ensuing school year, unless notified in writing before July 1, of the termination of employment. The District may discharge a teacher during probation period for any of the causes as specified under the tenure law without right of appeal