

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL # 4
JULY 25, 2019**

**DISTRICT SPONSORED EDUCATOR LICENSURE PROGRAMS
EDUCATIONAL ASSISTANT CONTRACT
SCHOOL AND COMMUNITY SERVICE PROFESSIONAL CONTRACT**

[NEW ARTICLE]

Employees who resign from a bargaining unit position to participate in a St. Paul Public Schools sponsored educator licensure program (such as the Urban Teacher Residency program) will have rights back into the originating bargaining unit if the employee chooses to leave the program before completion, if the educator is denied a licensed position in Saint Paul Public Schools, or if an educator is denied tenure in St. Paul Public Schools after completion of the program. An educator who returns shall retain all rights of seniority, benefits, and progression on the salary schedule as though working during the period they participated in the program. Credits completed as a part of the program shall be considered as pre-approved by the district for purposes of lane changes.