

**SAINT PAUL FEDERATION OF EDUCATORS**  
**Proposal 13**  
**September 12, 2019**

**TEACHER CONTRACT**  
**EL TEACHERS AS SUBSTITUTES**

TEACHER CONTRACT

ARTICLE 9, SECTION 9. CONTRACT TEACHERS AS SUBSTITUTES

Subd. 1. Contract teachers assigned by the principal to serve as occasional substitutes during their preparation period shall be compensated at the hourly rate stated in Appendix D per class hour. When less than a full preparation period is required, but a major part of a half-period or full period is used, half or full payment shall be allowed.

Subd. 2. Conditions for reimbursement include situations which, in the judgment of the building principal, require a teacher to relinquish a preparation period for the purposes of class coverage. In the event of a building emergency, teachers shall provide such supervision without compensation.

Subd. 3. When a teacher is absent, and a substitute is not available, TOSAs shall be assigned to cover the classroom of the absent teacher as part of a regular rotation with other licensed staff in the building. If necessary, classes will be covered by teachers during their preparation times and those teachers will receive the loss of preparation time rate in Appendix D for missing their preparation time.

Subd. 4. These provisions are not intended to increase the use of preparation periods for class coverage. To the extent feasible, assignments of contract teachers as substitutes for purposes of this section shall be distributed equitably.

Subd. 5. All special education licensed service providers shall be excluded from providing coverage for general education staff for meetings or when no substitute teacher is available, except on an emergency basis or in self-contained special education programs.

**NEW SUBDIVISION**

**Subd. 6. All English Learner teachers can be included in a regular rotation with other licensed staff in the building for substituting during their preparation period and those teachers will receive the loss of preparation time rate in Appendix**

**D for missing their preparation time. EL teachers shall not be pulled from providing services to students to sub for an absent teacher.**

**Subd. 7. To ensure that there is not a loss of EL services, all English Learner substitute teachers shall be excluded from being asked to or pulled to cover general education classrooms instead of fulfilling their EL substitute jobs.**