

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL 14
September 12, 2019**

Proposed changes for Teacher and Educational Assistant Contracts

TEACHER CONTRACT

MEMORANDUM OF AGREEMENT

Regarding: Religious Observance

This Memorandum of Agreement is by and between the Board of Education, Independent School District No. 625 (hereinafter "District"); and the Saint Paul Federation of Educators, Local No. 28 (hereinafter "Federation") exclusive representative for teachers. It is entered into for the sole purpose of defining the conditions of how and when a teacher may use time for the purpose of religious observances.

The parties have agreed to the following:

- 1) Teachers may use ~~two (2)~~ **three (3)** days of leave per school year for religious observances. Prior notification of absence for religious observance may be requested by the teacher's principal or supervisor. Teachers who use such days for observances of religious holidays have the following options:
 - a. The teacher may choose to take up to ~~two (2)~~ **three (3)** religious observance days not deducted from personal leave nor from sick leave; however, the teachers' pay shall be reduced by the equivalent amount of the daily substitute rate.
 - b. The teacher may choose to take up to ~~two (2)~~ **three (3)** religious observance days not deducted from personal leave; however, such days shall be deducted from sick leave.

This Memorandum of Agreement shall be effective upon signature and shall remain in effect until the expiration of the 2019-2021 collective bargaining agreement.

[SIGNATURES]

EDUCATIONAL ASSISTANT CONTRACT

MEMORANDUM OF AGREEMENT

Religious Observances

This Memorandum of Agreement is by and between the Board of Education, Independent School District No. 625 (hereinafter "District"); and the Saint Paul Federation of Educators, Local No. 28 (hereinafter "Federation") exclusive representative of members of the Educational Assistant bargaining unit. It is entered into for the sole purpose of defining the conditions of how and when Educational Assistants may use time for the purpose of religious observances.

The parties have agreed to the following:

1. Educational Assistants may use ~~two (2)~~ **three (3)** days of leave per school year for religious observances. Prior notification of absence for religious observances may be requested by the employee's principal or supervisor.
2. The employee may take up to ~~two (2)~~ **three (3)** religious observances days deducted from sick leave.

This Memorandum of Agreement shall be effective upon signature and shall remain in effect until the expiration of the 2019-21 collective bargaining agreement.

[SIGNATURES]