

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL 18
October 10, 2019**

MEMORANDUM OF AGREEMENT

**Educational Assistant and School and Community Service Professional to Licensed
Teacher Pathway**

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 **and School and Community Service Professional bargaining units**. It is entered into for the sole purpose of establishing opportunities for Educational Assistants **and School and Community Service Professionals** to advance their career and become teachers (as defined by the SPFT Teacher Contract) in Saint Paul Public Schools.

The District and the Federation agree that Educational Assistants and **School and Community Service Professionals** are an integral part of the Saint Paul Public School community and that providing them with assistance to become classroom teachers in Saint Paul Public Schools can strengthen and help diversify the teaching force. To that end, the parties have agreed to the following:

1. Each fall up to five (5) and each spring up to five (5) Educational Assistants **and/or School and Community Service Professionals** who are completing course work for a teaching license will be granted a paid leave, with rights to return, to complete their student teaching. Employees who are seeking a license in a hard-to-staff license area will be given preference for a leave. Nothing will preclude an Educational Assistant from requesting an unpaid leave of absence per Article 11 or a **School and Community Service Professional form requesting an unpaid leave of absence per Article 10**.
2. Leaves of absence requests will be approved by the Superintendent. It is the expectation of both the District and the Federation that individuals approved for such a leave who are offered a teaching contract commit to working in the District if a position is available, for at least three (3) years after completion of their licensure program.
3. Full-time Educational Assistants **and School and Community Service Professionals** will be eligible to apply for one of ten (10) \$2,500 yearly stipends to be used toward classes required to achieve a teaching license. Preference will be given to employees seeking a license in a hard-to-staff license area.

4. **An Educational Assistant and School and Community Service Professional Labor Management Committee will be formed for the purpose of determining the requirements for the stipend with recommendations from the Career Teacher Founding Board** and develop a stipend application. Requirements will include the completion of at least 2 years of service within Saint Paul Public Schools prior to applying. This committee will also review and select stipend recipients in the fall and spring of each school year. **[INSERT LINK TO APPLICATIONS]**