

**SAINT PAUL FEDERATION OF EDUCATORS  
PROPOSAL # 23  
October 10, 2019**

**ELECTION DAY HOLIDAY  
TEACHER, EA, AND SCSP CONTRACTS**

**TEACHER CONTRACT**

**ARTICLE 14. TEACHERS' BASIC CONTRACT YEAR AND TEACHERS' DAY**

SECTION 1. STATUS OF SCHOOL CALENDAR. The teachers' basic contract year, recesses, and holidays shall be as indicated on the school calendar. Pursuant to [M.S. §179A.07](#), the District and the Federation shall meet and confer annually about the school calendar. In addition the District and the Federation shall meet and confer regarding the calendar for the Birth to Three program. The District will make a reasonable effort to communicate the calendar for the Birth to Three program to staff no later than April 1 of each year for the following year's calendar. The District and the Federation will make reasonable efforts to include teacher and administrator representatives from the Birth to Three program in these discussions. Teachers shall be on duty on those legal holidays on which the Board is authorized to conduct school per [M.S. §120A.42](#) and as indicated on the school calendar.

**~~Staff Meeting Conflicts.~~ – Election Days.** In an effort to allow for all staff to be included in the democratic process and support civic engagement, **the November General Election Day will be considered a holiday and school will not be in session.** The District's calendar committee will add **additional** major state and federal election dates, when known, to the District calendar as "days to avoid" for any district meetings including internal and external. **There will be no** meetings before or after school on "days to avoid."

**EDUCATIONAL ASSISTANT CONTRACT**

**ARTICLE 7. EMPLOYEES' BASIC WORKDAY AND YEAR**

**8.2 Paid Holidays.**

Twelve (12) Month Employees

Martin Luther King Day  
Presidents' Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Day After Thanksgiving  
Christmas Day  
New Year's Day  
**November Election Day**

Ten (10) Month Employees

Martin Luther King Day  
Presidents' Day  
Memorial Day  
Labor Day  
Thanksgiving Day  
Day After Thanksgiving  
New Year's Day  
**November Election Day**

## SCHOOL AND COMMUNITY SERVICE PROFESSIONAL CONTRACT

### ARTICLE 10. EMPLOYEE BENEFITS, SECTION 4. VACATION AND HOLIDAYS

Subd. 5. Holidays. Employees who are employed in twelve (12) month positions shall be granted time off without loss of pay for the following holidays: \*

|                             |                              |
|-----------------------------|------------------------------|
| Martin Luther King, Jr. Day | Thanksgiving Day             |
| Presidents' Day             | Day after Thanksgiving Day   |
| Memorial Day                | Christmas Day                |
| Independence Day            | New Year's Day               |
| Labor Day                   | <b>November Election Day</b> |

\*The days listed above are illustrative. In the event of a conflict, the official school calendar shall control. In the event that an employee is required to work on any of these specified holidays, an employee who is eligible for the holiday will work that day at straight time and shall be granted an alternative holiday soon thereafter, and prior to the end of the work year. The actual date of said alternative holiday is subject to approval by the immediate supervisor.

5.1 When a listed holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. When a listed holiday falls on a Sunday, the following Monday shall be observed as the holiday.

5.2 To be eligible for holiday pay, an employee must have been compensated for all scheduled hours of his/her last scheduled workday before the holiday and for the first scheduled workday following the holiday.

Subd. 6. Employees assigned to work less than a twelve (12) month work year shall be granted time off without loss of pay for the legal holidays named on the school calendar and for Thanksgiving Friday, whenever such days fall during the employee's regularly scheduled work year. Such employees shall be on duty during their regularly assigned work year on those legal holidays on which the District is authorized to conduct school and as shown on the school calendar.

**Election Days. In an effort to allow for all staff to be included in the democratic process and support civic engagement, the November General Election Day will be considered a holiday and school will not be in session. The District's calendar committee will add additional major state and federal election dates, when known, to the District calendar as "days to avoid" for any district meetings including internal and external. There will be no meetings before or after school on "days to avoid."**