

**SAINT PAUL FEDERATION OF EDUCATORS  
Draft PROPOSAL #29  
November 14, 2019**

**TEACHER CONTRACT  
ARTICLE 9 ADDITIONAL COMPENSATION PROVISIONS**

**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 \$35.35 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. **However, when a building or program has 25 or more instances in a school year of a teacher absence with no substitute teacher available, a half-time building substitute will be assigned no later than seven (7) days from the 25th occurrence and such assignment shall continue for the remainder of the school year and for the following school year. When the number of instances exceeds 50 in a school year, a full-time building substitute will be assigned no later than seven (7) days from the 50th occurrence and such assignment shall continue for the remainder of the school year and for the following school year. To further alleviate the problem of the lack of availability of substitute teachers, the district will maintain at least one (1) full-time building substitute position for each elementary attendance zone and at least one (1) full-time building substitute for each secondary attendance zone.**

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] Subd. 6 [EL Teachers As Substitutes, Proposal #13]**

**[New] Subd. 7 [EL Teachers As Substitutes, Proposal #13]**

**[New] Subd. 8. Non-tenured teachers scheduled to attend professional development for achievement of tenure out of their building shall not be recalled to their building when no substitute is available.**