

**SAINT PAUL FEDERATION OF EDUCATORS  
PROPOSAL 9  
SEPTEMBER 21, 2023  
EARNED SICK AND SAFE LEAVE**

**EA Contract**

**Earned Sick and Safe Leave**

10.1.4 Specified Allowable Uses of Sick Leave.

10.1.4.1 Employee Illness or Disability. Sick leave shall be granted to eligible employees for absence due to personal illness, ~~or~~ temporary disability, **leave relating to weather or public health emergencies that do not qualify for quarantine leave, and leave necessary to ensure one's personal safety in the event of domestic abuse, sexual assault, or intimate-partner stalking that prevents an employee's attendance at work. This section does not supercede language in Section 10.6 of this article.**

## Licensed Contract

### Earned Sick and Safe Leave

#### ARTICLE 11. COMPENSATORY LEAVES OF ABSENCE

SECTION 1. SICK LEAVE. Sick leave shall be granted for absence due to personal illness or temporary disability, **leave relating to weather or public health emergencies that do not qualify for quarantine leave, and leave necessary to ensure one's personal safety in the event of domestic abuse, sexual assault, or intimate-partner stalking** that prevents a teacher's attendance at school and the performance of duties on such days, subject to the provisions of this section. Paid sick leave shall not be granted for illness or disability during the course of some other type of leave. Sick leave shall be allowed and accumulated in accordance with the provisions of this section. Sick leave shall be granted for the care of a teacher's sick child as required by M.S. §181.9413. **This section does not supersede language in section 5 of this article.**

## SCSP Contract

### Earned Sick and Safe Leave

SECTION 5. COMPENSATORY LEAVE Leave of absence with pay or partial pay shall be allowed upon proper application and approval by the Superintendent, under the conditions and for the reasons set forth in this

Article. Subd. 1. Sick Leave. Sick leave shall be granted for absence due to personal illness, ~~or~~ temporary disability (including pregnancy/related disability), **leave relating to weather or public health emergencies, and leave necessary to ensure one's personal safety in the event of domestic abuse, sexual assault, or intimate-partner stalking** which prevents an employee's attendance at work and the performance of duties for such days, subject to the provisions of this Section. Sick leave shall be granted for the care of an employee's sick child as required by M.S. §181.9413. Paid sick leave shall not be granted for illness or disability during the course of any other type of leave. Sick leave shall be allowed and accumulated in accordance with the provisions of this Section.