

**DISTRICT - Saint Paul Public Schools
PROPOSAL #14
DECEMBER 7, 2023**

District proposes change to the business leave by having the Federation pay the member directly for any lost wages when participating in union business leave.

TEACHER/ARTICLE 5 – EA/ARTICLE 5 – SCSP/ARTICLE 7

SECTION 5. FEDERATION BUSINESS LEAVE

In each school/fiscal year, the District will allow leave ~~without loss of pay~~, up to a maximum of 220-person days total for the District, for members of all Federation bargaining units which includes Educational Assistants, School and Community Services Personnel, and Teachers to participate in official business of the Federation. In an unusual circumstance, and following written specific request by the Federation, the Superintendent may, at his/her discretion, elect to authorize specified additional days beyond the days permitted herein. Except for members of the Saint Paul Federation of Educators Executive Board, no one person may be granted leave under this provision for more than five (5) person days in a school year.

Approval for this leave is contingent upon five (5) days written notice in advance, or as soon thereafter as possible, by the Federation to the Employee Relations Office of the District upon the proper request form, and upon approval by Human Resources. Such approval will not be unreasonably withheld.

Leave requested by the Federation for negotiations purposes is handled separately, under Article 6 Section 2, of this article, and the approval of Human Resources is required. Such approval will not be unreasonably withheld.

Leave requested by the Federation for collaborative professional activities of the Federation and the District is handled separately from this provision and must be approved by the Superintendent. Such approval will not be unreasonably withheld.

The Federation shall pay the cost of ~~substitute service for~~ any member in the teacher, educational assistant, or school and community service professional bargaining units who are released under this provision, ~~as billed by the Business Office of the District.~~ **Members of the Federation, Educational Assistants, and SCSP will have a no pay day for those days they participate in union business leave with reimbursement to the member by the Federation.**