

**DISTRICT - Saint Paul Public Schools
PROPOSAL #1_EDUCATIONAL ASSISTANTS
September 23, 2021**

District proposes in 15.4.3 a shorter period for completion of Assessment Form to more quickly place individuals who have received a cut letter. District proposes to delete 15.5.5 as all EA's must now be highly qualified and the No Child Left Behind no longer exists.

ARTICLE 15. SENIORITY

15.4.3 Educational Assistant Assessment Form. Employees who receive notice that their position is cut or reduced are required to complete the educational assistant Assessment Form. This form must be completed and returned to the Human Resource Department no later than ~~June 30 of each year~~ **two (2) weeks from date of notification by the District.** Failure to provide a completed assessment form to the Human Resource Department ~~by the June 30 deadline~~ **within the two (2) week period for the assessment form** will disqualify the employee for recall/placement until the assessment has been submitted. The District will not be required to change any previous placements as a result of an employee failing to meet these requirements.

15.4.3.1 Employees displaced as a result of the realignment process or whose hours or position have been cut after June 30 shall be required to complete and return the assessment form to the Human Resource Department in order to be considered for placement into a qualified position. The District will not be required to change any previous placements as a result of an employee failing to meet these requirements.

~~15.5.5 Employees who are not "highly qualified" as defined by the requirements of the federal No Child Left Behind Act of 2001 may not bump an employee who is "highly qualified" in a position covered by the Act.~~

~~15.5.5.1 An employee who is "non-highly qualified" will not have bumping rights under the terms of this agreement.~~

~~15.5.5.2 An employee who is "non-highly qualified" and whose position is eliminated will be placed on the recall list and will not be eligible for recall until they become "highly qualified." If there is an opening the employee may be placed in a position that does not require employee to be "highly qualified."~~

~~15.4.5.3 "Highly qualified" employees may bump "non-highly qualified" on the basis of qualification and without reference to seniority. In the case of a staff reduction, if there are no vacancies for a "highly qualified" employee, the "highly qualified" employee may bump a "non-highly qualified" employee on the basis of qualification.~~