

**DISTRICT - Saint Paul Public Schools
PROPOSAL #2_EDUCATIONAL ASSISTANTS
September 23, 2021**

District proposes a minimum of 10 years of service to obtain severance.

ARTICLE 13. SEVERANCE PAY PLAN

- 13.1 Eligibility. To be eligible for contributions to the District 403(b) Tax-Deferred Retirement Plan for Sheltering Severance Pay and Vacation Pay, an educational assistant must meet the following requirements:
- 13.1.1 The employee must be eligible for pension under the provisions of the PERA or Saint Paul Teachers Retirement Association (SPTRA).
 - 13.1.2 The employee must be voluntarily separated from District employment or have been subject to separation by layoff or retirement **with at least 10 years of consecutive service**. Those employees who are discharged for cause, misconduct, inefficiency, incompetency or any other disciplinary reason are not eligible for this severance pay program.
 - 13.1.3 For the purpose of this program, the death of an employee shall be considered as separation of employment, and if the employee would have met all of the requirements set forth above at the time of his or her death, payment of the severance and vacation pay contributions shall be made to the employee's estate.