

**DISTRICT - Saint Paul Public Schools  
PROPOSAL #2\_SCHOOL AND COMMUNITY SERVICE PROFESSIONALS  
September 23, 2021**

**District proposes to add 10 years of consecutive service to clarify when severance is applicable.**

ARTICLE 10. EMPLOYEE BENEFITS

SECTION 7. SEVERANCE PAY

- 1.1 Eligibility. To be eligible for the Severance Plan, an employee must meet the following requirements:
- 1.1.1 The employee must be eligible upon separation of service to receive pension benefits under provisions of the Public Employees Retirement Association (PERA) or other public employee pension program **with a minimum of 10 years of consecutive service.**
  - 1.1.1 The employee must be voluntarily separated from District employment or have been subject to separation by layoff or retirement. Those employees who are discharged for cause, misconduct, inefficiency, incompetence or any other disciplinary reason are not eligible for this severance pay program.
  - 1.1.3 For the purpose of this Severance Plan, a death of an employee shall be considered as separation of employment and, if the employee would have met all of the requirements set forth in this Section at the time of his or her death, contributions to the Severance Plan shall be made to the employee's estate.