

**SAINT PAUL FEDERATION OF EDUCATORS  
PROPOSAL #7  
October 7, 2021**

**MEMORANDUM OF AGREEMENT**

**Regarding: Contract Teachers as Substitutes**

This Memorandum of Agreement is by and between the Board of Education, Independent School District No. 625 (hereinafter "District") and the Saint Paul Federation of Educators, Local No. 28 (hereinafter "Federation") exclusive representative for teachers. It is entered into for the sole purpose of reducing the substitute shortage in St. Paul Public Schools.

When the total number of unfilled teacher absences in a building exceeds 50 by spring break in a school year, a full-time building substitute will be assigned no later than seven (7) days from the 50th occurrence and such assignment shall continue for the remainder of the school year and for the following school year.

**Buildings that are assigned a building substitute will maintain that building substitute for future school years when:**

- **the substitute covers unfilled teacher absences in the building for 50 or more occurrences by spring break or**
- **the number of unfilled teacher absences in a building and the number of times the building substitute covers unfilled teacher absences in the building add up to for 50 or more occurrences by spring break in the school year.**

At the end of this agreement, the Parties agree to review and assess. This Memorandum of Agreement shall be effective upon ratification, and shall remain in effect until a successor agreement is ratified by both parties. Any changes must be agreed to by both parties, otherwise the agreement maintains status quo.