

DISTRICT – Saint Paul Public Schools
PROPOSAL #3_Teacher/Licensed: Severance
October 7, 2021

ARTICLE 10. TEACHER BENEFITS (continued)

SECTION 5. SEVERANCE PAY PLAN

- 1.1 Eligibility. To be eligible for the Severance Plan, a teacher must meet the following requirements:
- 1.1.1 The employee must be eligible for pension under the provisions of the Saint Paul Teachers Retirement Fund or the Public Employees Retirement Association.
 - 1.1.2 The employee must be voluntarily separated from District employment or have been subject to separation by layoff or retirement **with a minimum of 10 years consecutive service**. 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 the Severance Plan, the death of an employee shall be considered a 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, any payments made will be made to the Severance Plan on behalf of the employee's estate.