

**DISTRICT - Saint Paul Public Schools
PROPOSAL #21_TEACHERS
November 18 , 2021**

District proposes to delete this language. Language is expired. Additional language is in the contract providing certain rights to hourly teachers.

MEMORANDUM OF AGREEMENT

Regarding: Adult Basic Education Teachers – Ratio of Contracted to Hourly Staff

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 setting a ratio to limit the proportion of hourly, non-contracted teachers working in the District’s Adult Basic Education Program.

The District and the Federation agree that the Adult Basic Education Program is more successful when the teaching workforce is stable and experienced.

To that end, the parties have agreed to the following:

1. It shall be the intent of Saint Paul Public Schools that for every four (4) hours of instruction performed by regular, contracted teachers in the Adult Basic Education Program, there will be no more than one (1) hour of instruction performed by hourly teachers.
2. As a priority, the District whenever possible will prioritize available classroom hours for contracted teachers.
3. The District will provide quarterly updates to SPFE.
4. **This Memorandum of Agreement shall be in effect for the duration of the 2019-2021 labor agreement.**