

**DISTRICT - Saint Paul Public Schools
PROPOSAL #8_TEACHERS
October 28, 2021**

The District proposes to add language to enable members who accept positions in other SPPS bargaining units to preserve their seniority in SPFE should they later accept a position in which the classification assigned to the position resides within SPFE.

ARTICLE 15. PERSONNEL CHANGES RESULTING FROM STAFF REDUCTION (continued)
SECTION 2. DEFINITIONS (continued)

Subd. 10. "Seniority" shall mean a date ranking based upon the first day of contracted employment within the Saint Paul Public Schools. Accumulation of seniority shall commence upon the first day of regular continuous service and shall continue until termination of the employment of the teacher, subject to the further provisions of this article. Except as specifically provided within this article, seniority shall not accrue for casual, long-term or acting incumbent substitute service.

10.1 Employees who accept positions within another bargaining unit within SPPS and who later return to a position within the union shall maintain those seniority years of service previously earned upon returning to the union.