

DISTRICT - Saint Paul Public Schools

PROPOSAL #9_SCHOOL AND COMMUNITY SERVICE PROFESSIONALS

November 4, 2021

District proposes to move away from two different payment choice methods. Move to 21 paycheck payment only.

ARTICLE 12. SALARY PROVISIONS

SECTION 7. EQUAL PAYCHECKS. Ten (10) month employees shall be paid on a bi-weekly basis **and paid for days actually worked within each pay period or as provided for within this agreement as paid non-worked time off.** ~~and have the choice of 26 equal paychecks or 21 paychecks based on time worked. Ten (10) month employees who choose 26 equal paychecks will begin with the first full pay period that starts after their regularly scheduled return to work date in August. Increase to the annual rate of salary for 10 month employees who choose the 26 pay period model will see the annual salary increase effective with the start of the first full pay period after their regularly scheduled return to work date in August. For employees receiving 21 paychecks, those employees will receive a paycheck reflective of the days worked within the pay period. For those pay periods in which a ten (10) month employee does not work a full pay period and chooses to have a full ten days reflected on the paycheck, employees will need to use paid leave time to complete the full ten (10) day payroll period. If an employee chooses to change between 26 equal paychecks or 21 paychecks, such election must be made prior to July 1st of each year. An employee's hourly rate is reflective of the number of pay periods in which they are scheduled to be paid.~~