

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL # 21
DECEMBER 2nd, 2021**

VACATION AND HOLIDAYS

SCHOOL AND COMMUNITY SERVICE PROFESSIONALS CONTRACT

Subd. 5. Holidays. Employees who are employed in twelve (12) month positions shall be granted time off without loss of pay for the following holidays: *

Martin Luther King, Jr. Day

Presidents' Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Thanksgiving Day

Day after Thanksgiving Day Christmas Day

New Year's Day

*The days listed above are illustrative. In the event of a conflict, the official school calendar shall control. In the event that an employee is required to work on any of these specified holidays, an employee who is eligible for the holiday will work that day at straight time and shall be granted an alternative holiday soon thereafter, and prior to the end of the work year. The actual date of said alternative holiday is subject to approval by the immediate supervisor.

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL # 21
DECEMBER 2nd, 2021**

VACATION AND HOLIDAYS

EDUCATIONAL ASSISTANT CONTRACT

8.2 Paid Holidays.

Twelve (12) Month Employees

Martin Luther King Day

Presidents' Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Thanksgiving Day

Day After Thanksgiving

Christmas Day

New Year's Day

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL # 21
DECEMBER 2nd, 2021**

Licensed Staff Contract

ARTICLE 14. TEACHERS' BASIC CONTRACT YEAR AND TEACHERS' DAY

SECTION 1. STATUS OF SCHOOL CALENDAR. The teachers' basic contract year, recesses, and holidays shall be as indicated on the school calendar. **Federal holidays outside of the school year will be recognized for 12 month employees.** Pursuant to [M.S. §179A.07](#), the District and the Federation shall meet and confer annually about the school calendar. In addition the District and the Federation shall meet and confer regarding the calendar for the Birth to Three program. The District will make a reasonable effort to communicate the calendar for the Birth to Three program to staff no later than April 1 of each year for the following year's calendar. The District and the Federation will make reasonable efforts to include teacher and administrator representatives from the Birth to Three program in these discussions. Teachers shall be on duty on those legal holidays on which the Board is authorized to conduct school per [M.S. §120A.42](#) and as indicated on the school calendar.