

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL 7
SEPTEMBER 21, 2023**

**Licensed Staff Contract
Peer Assistance and Review**

ARTICLE 20
SECTION 4.

4.5 Probationary teachers who are not assigned a PAR Consultant during their first year, shall be assigned a mentor and receive regular administrative evaluations during their first year as required by the state.

Probationary teachers who have successfully completed at least three (3) consecutive years of teaching in a single Minnesota district or charter school, or who have successfully completed at least three (3) consecutive years of teaching in a different state in a single district, and have received a Minnesota state license, shall receive a PAR Consultant in their first year.