

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #17
OCTOBER 12, 2023**

**Licensed Contract
Contract Teachers as Substitutes**

**ARTICLE 9. ADDITIONAL COMPENSATION PROVISIONS
SECTION 9. CONTRACT TEACHERS AS SUBSTITUTES**

Subd. 3. When a teacher is absent, and a substitute is not available, TOSAs shall be assigned to cover the classroom of the absent teacher as part of a regular rotation with other licensed staff in the building. If necessary, classes will be covered by teachers during their preparation times and those teachers shall be compensated at the hourly rate stated in Appendix D for missing their preparation time. **If a teacher does this more than once a week they shall be compensated at the rate of two (2) hours of loss of prep pay for each instance after the first.**

In the event that a teacher has additional students in their room due to a substitute shortage at the site, they shall be compensated according to the following formula: equivalent rate of one (1) hour of loss of prep pay for every two students. If a teacher does this more than once a week they shall be compensated at the rate of two (2) hours of loss of prep pay per two students.

Subd. 5. All special education licensed service providers shall be excluded from providing coverage for general education staff for meetings or when no substitute teacher is available, ~~except on an emergency basis or~~ in self-contained special education programs.