

**SAINT PAUL FEDERATION OF EDUCATORS  
PROPOSAL #18  
OCTOBER 12, 2023**

**SCSP Contract  
Seniority Credit**

**ARTICLE 16. SENIORITY**

**SECTION 1. SENIORITY DATE.** The seniority date is derived from the first day of regular service as a School and Community Service Professional and shall continue thereafter. Promotions, demotions, or changes from part-time to full-time or to different salary schedules as a School and Community Service Professional shall not change an individual's seniority date. The district shall compile and maintain the listing of seniority dates of employees in accordance with the provisions of this article.

**In the event that an Educational Assistant (EA) moves from the EA bargaining unit to the School and Community Service Professionals (SCSP) bargaining unit. Upon completion of the one (1) year probation period the SCSP will be given credit toward their seniority as follows:**

**1-4 years: 1 year of credit**

**5-9 years: 5 years of credit**

**10-14 years: 10 years of credit**

**15-19 years: 15 years of credit**

**20+ years: 20 years of credit**