

# INDEPENDENT SCHOOL DISTRICT NO. 625

## BOARD OF EDUCATION SAINT PAUL PUBLIC SCHOOLS RESOLUTION



Board File No. 31965

Date February 26, 2020

### RESOLUTION

#### Adopting a Saint Paul Public Schools Resolution in the Event of a Strike

**BE IT RESOLVED**, that Saint Paul Public Schools (hereinafter "School District" or "SPPS") is committed to sound collective bargaining principles and practices to resolve differences to the mutual satisfaction of the parties and avert, to the greatest extent possible, work actions such as strikes. However, recognizing that a work action is the ultimate exercise of bargaining power unions may employ as an economic sanction against the School District in the event bargaining demands cannot be satisfied, the School District must therefore take responsible precautions to ensure necessary public services will be provided in the event such action is employed.

**BE IT FURTHER RESOLVED**, that in the event of a strike by the Saint Paul Federation of Educators (SPFE), the Superintendent of Schools or his designee, will exercise the following powers, to include but not be limited to the following:

1. Temporarily assign and reassign personnel as needed.
2. Temporarily close school, close buildings, cancel programs or cancel activities when deemed to be in the best interests of the School District.
3. Take such other temporary emergency steps as deemed necessary for business activities and for the safety of students, staff and property.
4. Authorize varsity athletics and activities covered by the Minnesota State High School League on a case-by-case basis. Post-season competitions will be encouraged and supported to continue during a strike.
5. Advise all employees of their rights and responsibilities during a strike and the School District's rules regarding striking employees.
6. Take such actions as necessary to lay-off non-essential employees.
7. Determine essential employees, excluding members of the striking SPFE bargaining units, who must report to work during the strike.
8. Amend the school calendar to make up lost instructional time.

**BE IT FURTHER RESOLVED**, that in the event of a strike action against SPPS and for the duration of the strike, the following will apply uniformly and consistently in accordance with state laws to all employees covered by the striking SPFE bargaining units who engage or participate in such strike action:

9. Employees who are absent from any portion of their work assignments without permission of the appropriate supervisor on the date or dates when a strike occurs will be presumed to have engaged in a strike on such date or dates.

10. No striking employee will be paid wages or benefits. For wages due prior to the commencement of a strike, SPPS will issue a paycheck to striking employees on the next regularly scheduled payday.
11. SPPS will discontinue contribution to all group insurance coverage for striking employees to the extent provided by law. Such employees will be notified by letter how they may continue to maintain group coverage.
12. No striking employee will receive personal leave pay.
13. No striking employee will be granted sick leave.
14. No striking employee will be granted vacation leave.
15. No striking employee will be eligible for any type of leave, including attendance at conferences and conventions. Employees on an approved leave that began prior to the strike will be allowed to remain on leave.
16. No striking employee will receive service credit for benefit accrual purposes.
17. Any School District employee who takes part in the strike must work with their supervisor to secure all School District property at their work site before the strike commences.
18. An employee participating in a strike is not allowed to take part in any other SPPS work assignments for the duration of the strike, whether full-time, part-time, or on a volunteer basis.
19. All pre-approved travel or conferences for striking employees are cancelled and School District will not pay for or reimburse expenditures associated therewith.
20. Striking employees will not be allowed to use SPPS facilities for the duration of the strike.

**BE IT FURTHER RESOLVED**, that the Board of Education and the Superintendent will designate a spokesperson(s) authorized to speak publicly on behalf of the School District in regard to labor disputes in which a strike has commenced or is imminent.

Further, the Superintendent will report all action taken in accordance with this resolution to the School Board at the earliest opportunity.

Adopted February 26, 2020

AYE		NAY
<u>  x  </u>	Chair	___
<u>  x  </u>	Vice Chair	___
<u>  x  </u>	Clerk	___
<u>  x  </u>	Treasurer	___
___	Director	___ Absent
___	Director	___ Absent
<u>  x  </u>	Director	___



CHAIR \_\_\_\_\_ Board of Education  
 CLERK \_\_\_\_\_ Board of Education