

Tentative Agreement Summary
2017-2019 Collective Bargaining Agreement
February 12, 2018

Collaborating to Seek Full Funding for Racially Equitable Schools —The district put out a joint Statement of Intent agreeing to join with SPFT to bring in more revenue for our public schools. This is vital to our schools because funding for public education has severely declined over the past decades.

1. We agreed to seek joint agreements with major large corporations to secure more support for classrooms in Saint Paul.
2. We agreed to seek joint agreements with major health-care and higher education nonprofits for classrooms in Saint Paul. .
3. We will partner to lobby at the state at federal level to fully fund special education and English learner services.
4. We will work together to run a door-to-door recruitment and re-enrollment campaign to bring students back to public schools.
5. The district has also agreed to look into a referendum.
6. Money generated by the above will be used to make progress toward meeting the needs of English Learners and students enrolled in special education programs, increasing mental health supports, and funding other priorities determined in the upcoming strategic planning process.

Education for the Whole Child

- a. **Supporting English Learners** – The district will add 30 new English Learner teachers to increase elementary service amounts and reduce the number of secondary EL eligible students who are not receiving EL support. 15 FTEs will be added each year over the next two school years with 5 FTEs each year for elementary and 10 each year for secondary. Level 1 and 2 EL classes have a hard cap of 27 students.
- b. **Multilingual Student Supports** - The district agreed to hire additional SCSPs and EAs to work at the Student Placement Center. These paraprofessionals assist with student language assessment and translation for families enrolling their students in Saint Paul Public Schools. SPFT and the district will agree on the number of new hires before the end of the school year.
- c. **Supporting Special Education Student Learning** – The district will hire paraprofessionals to support the 23 elementary schools that host specialized classrooms. Of these 23 new FTEs, at least 13 will be Educational Assistants. The district also agreed to share information on students' Individual Education Plans with EAs who work with those students at the start of the school year.
- d. **Recess** – The district will guarantee at least 20 minutes of recess to students (through 5th Grade) every day. Students also must be given a reasonable amount of time in which to eat lunch.
- e. **School Lunch** - The district will collaborate with SPFT to create a policy for ensuring all students have access to lunch, even if they cannot pay.

Family Engagement - The district agrees to increase financial investment in Academic Parent Teacher Teams and other alternative models of conferencing that fosters deeper relationships between parents and educators.

Smaller Class Sizes – The district agreed to replace class size range with average and hard caps. This is an improvement for both our members and our students because these caps will be enforceable and ensure uniformity across the district. We also agreed to set up a district class size committee, made up of

equal parts SPFT and SPPS members, to look at class sizes in Saint Paul and make recommendations to the district for the future.

Teaching Not Testing — The district agreed to post refusal forms to opt out of standardized testing on their website in the five most common languages. Teachers can share with parents and students that they have the right to refuse standardized tests.

Racial Equity and Social Justice

- a. **Access to School Lunches** – The district will collaborate with SPFT to create a policy for ensuring all students have access to lunch, even if they cannot pay.
- b. **Restorative Practices** – The district will continue funding for current pilot schools for a full three years. Next year, three new pilot sites will be funded with three years of support. The district will fund the Restorative Practices Coordinator position.
- c. **Teacher of Color Recruitment and Retention** – The district will allocate \$20,000 each year to support members of color in all three bargaining units. A committee comprised of equal parts SPFT and SPPS members will work to create educator affinity groups.

Access to Preschool — The district agreed to classroom condition improvements for PreK classrooms, including necessary materials, easy access to bathrooms and handwashing, and safety improvements like moving classrooms to the first floor close to exits, play areas, and pick up/drop off locations.

Improving Teaching and Learning Conditions

- a. **Adult Basic Education Staffing** – The district intends to ensure that most teaching at the Hubbs Center is performed by regular, contracted teachers instead of hourly employees. For every four hours of instruction by contracted teachers, no more than one hour should be performed by hourly teachers. This agreement benefits Hubbs Center students because it ensures their educators are more stable and experienced.
- b. **Elementary Specialists** - The district agrees to set aside a minimum of \$100 of building funds each year to provide each specialist materials and supplies. The district also agrees to protect specialists' 50 minute prep time and professional development and PLC time in their content area and an option for disagreements with the building administrator.
- c. **Dual Immersion Teachers** - The district agrees to set paid time for Hmong Dual Immersion Teachers to write curriculum and complete translations both during the school year and in the summer. HDL teachers will receive an additional \$4500 each year for translation work.
- d. **Union Business Leave** - SPFT created one pool for all three bargaining units (SCSPs, EAs, Licensed Staff) to access union business leave, containing 220 leave days per year. Previously, teachers had access to 200 days, EAs had access to 20 days, and SCSPs did not have access to union leave days.
- e. **Interpreter Preparation Time** - This agreement clarifies the importance of dedicated preparation time for our Educational Assistants who work was spoken language and Deaf and Hard of Hearing interpreters. A committee will convene this spring to come up with agreements on this issue.
- f. **Other Duties for Educational Assistants** - When EAs are pulled away from their jobs to perform additional duties, it impacts students' education. SPFT and SPPS will meet in a mediated process this spring to clearly define additional duties

Wages and Benefits

- a. **Paid Parental Leave** – Parental leave language is now gender inclusive. Everyone can use up to 30 days of sick leave for parents with newborns and adoptive parents. This is in addition to post-birth recovery leave. HR will provide employees who apply for leave with a personalized, detailed summary of benefits available to them during their leave.
- b. **Educational Assistants** -
 - Year 1:
 - Steps and Lanes (effective 7/1/18)
 - \$0.25 additional per hour (effective 1/1/18)
 - Year 2:
 - Steps and Lanes (effective 7/1/18)
 - 1% wage increase (effective 7/1/18)
 - Longevity: Add 25 year longevity, \$1.85 per hour (effective 1/1/18)
 - Health Insurance:
 - Single: increase from \$625 to \$635 (effective 1/1/18)
 - Family: increase from \$1280 to \$1295 (effective 1/1/18)
- c. **School and Community Service Professionals** -
 - Year 1:
 - Steps and Lanes (effective 7/1/18)
 - 1% wage increase (effective 1/6/18)
 - Year 2:
 - Steps and Lanes (effective 7/1/18)
 - Schedule Improvement of 1% (effective 9/1/18)
 - Health Insurance:
 - Single: increase from \$785 to \$805 (effective 1/1/18), increase from \$805 to \$824 (effective 1/1/19)
 - Family: increase from \$1060 to \$1085 (effective 1/1/18), increase from \$1085 to \$1104 (effective 1/1/19)
- d. **Teachers Wages** –
 - Year 1 (effective retroactive from 1/6/18):
 - Steps and Lanes
 - Schedule Adjustment of 1%
 - Year 2 (effective 7/1/18):
 - Steps and Lanes
 - Schedule Improvement of 1%
 - Health Insurance:
 - Single: increase from \$785 to \$800 (effective 1/1/18)
 - Family: increase from \$1060 to \$1100 (effective 1/1/18)