



SAINT PAUL FEDERATION
OF EDUCATORS LOCAL 28

CONTRACT UPDATE

August 26, 2019

SAVE THE DATES

**Thursdays: Wear Red
SPFE shirts @ SPFE office**

CAT Team Training
Monday, September 9
4:30-8:30p.m.
SPFE (23 Empire Drive)
RSVP to julie@spfe28.org

Open Bargaining
Thursday, September 12
4:30p.m. Pre-Meeting
5-8p.m. Bargaining Session
SPFE (23 Empire Drive)

Thursday, September 26
4:30p.m. Pre-Meeting
5-8p.m. Bargaining Session
SPFE (23 Empire Drive)

Steward Training
Saturday, September 21
9:30-3:30
SPFE (23 Empire Drive)
RSVP to julie@spfe28.org

Membership Meeting
Monday, September 23
4:30p.m.
SPFE (23 Empire Drive)

Mental Health Support for Students Top Priority

Supporting student mental health needs in St. Paul is a critical step to addressing the predictability of disparities by race, socioeconomic status, and disability, and will accelerate learning and achievement for all students. In a 2011 Minnesota ACE (Adverse Childhood Experiences) survey, 60% of Minnesotans surveyed reported at least one adverse childhood experience. Adverse childhood experiences and the resulting challenges are a public health crisis that play out each day in our schools, causing students to miss learning time. Your bargaining team presented a proposal to increase mental health support so we can help our students thrive and reach their full potential.

Specifically, we proposed that each St. Paul Public School be fully staffed with a mental health team comprised of staff in the following positions: School Social Workers who serve Special Education and General Education students, School Counselors, School Psychologists, School Nurses, and Behavior Intervention Specialists. Each of these positions brings different expertise and skills into our schools. Together they compliment each other and can fully support our students.

In addition to proposing we fully staff these positions, we proposed the team provide training and support for all licensed staff and behavior intervention specialists. We also proposed peer supports for our Behavior Intervention Specialists.

The District gave us a counter to our Mental Health Proposal at the July bargaining session. The counter was to form a committee to discuss an equitable phase-in plan to support student mental health needs. Countering with another committee to address our student needs is a delay our students cannot wait through and is more than disappointing. We are working on a response for a future bargaining session.

Quick Update

Your SPFE bargaining team met with the district on May 30th and July 25th to present the following proposals. All SPFE proposals can be found on our website at: <https://spfe28.org/proposals/>

1. Student Mental Health Supports
2. Additional Duties for EAs and SCSPs and Interpreter Preparation Time
3. National Board Certification
4. EA and SCSP Grow Your Own Participation
5. School Redesign and Election to Work Agreements
6. Peer Assistance and Review

At the July 25th bargaining session, the District presented the following proposals and counter proposals.

1. Sick Leave Accrual Rates for EAs and SCSPs
2. Shorten the Interview and Selection Period with end date of May 31 (this was a verbal proposal made at the table)
3. Student Mental Health Supports counter proposal

PROPOSAL SUMMARIES

Additional Duties for EAs and SCSPs

It is not unusual for our Educational Assistants or School and Community Service Professionals who service students to be pulled from their students to do other duties assigned by a principal or supervisor. This can mean a loss of critical service to students and a disruption in learning. Oftentimes, these duties are not related to the staff person's job description.

Therefore, your bargaining team put forth a proposal to limit this disruption. Our proposal would require principals and supervisors to provide a clear schedule outlining daily responsibilities and assignments that align with the employee's job description. It also requires them to stick to this schedule, except in extreme circumstances. If an EA or SCSP disagreed that any duties aligned with their job description upon receiving the schedule, they would have the right to file a grievance.

Interpreter Preparation Time

Our EA interpreters (both deaf and hard of hearing and spoken language) who work directly with students in classrooms currently do not get any preparation time to review educational content or to connect with the teacher before interpreting. We proposed that these educators get 125 minutes of preparation per week to ensure that they are providing the best interpretation of educational content as possible to our students.



"I am a proud member of SPFE because our union supports our students and quality education!"

Chris Baumhover
EL Teacher
Mississippi Creative Arts

National Board Certification

This proposal is an update to our language on Licensed Staff who are seeking and get a National Board Certification. We proposed language updates that reflect changes to the certification process and for additional support for folks seeking certification. Ben Lathrop and Jenny Funkhouser from Harding shared their experience going through the process and how it impacted their teaching process—helping them to build stronger relationships with students and provide more culturally relevant instruction.

District Sponsored Licensure Programs

EAs and SCSPs who participate in a district sponsored teacher licensure program, such as SUTR, currently do not have rights back into their original bargaining unit if they don't end up becoming a teacher. We proposed that they can come back into their original bargaining unit if they do not get placed in SPPS, are denied tenure, or don't complete the program. Many members have told us that the lack of job security is a barrier to participating in these types of programs. We want these programs to be successful in helping to diversify our teaching workforce and are hoping to

open more doors for our members of color who want to participate in these licensure programs.

Election to Work Agreements

Based on last year's frustrating Election to Work Agreement process, we proposed some language that clarifies the timeline and procedures.

Peer Assistance and Review and formative evaluations

This proposal is a clean-up of our Peer Assistance and Review contract language. We also added a clause regarding the scheduling of formative evaluations for all teachers, requesting schedules at the start of the school year that give teachers a 1-week timeframe for when they can expect to be observed.

District Proposals

The first proposal from SPPS was about sick leave accruals for EAs and SCSPs; the district would like to have accrual rates be the same for all staff regardless of 10 month and 12 month status. 10 month EAs would lose 1.25 days of sick leave with this proposal.

The second proposal was for the Licensed Staff contract; the district would like the Interview and Selection process to end on May 31 instead of mid-June.