



SAINT PAUL FEDERATION OF EDUCATORS LOCAL 28

CONTRACT UPDATE

September 29, 2019

SAVE THE DATES

Thursdays: Wear Red SPFE shirts @ SPFE office

Open Bargaining

Thursday, October 10

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

Thursday, October 24

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

SPFE Happy Hour

Friday, October 11

3-7p.m.
Shamrocks
(995 7th St W, St Paul)

Legislative Town Hall

Tuesday, October 22

4:30p.m.
SPFE (23 Empire Drive)
Meet with our St. Paul State
Legislature Delegation!

Membership Meeting

Monday, October 28

4:30p.m.
SPFE (23 Empire Drive)

All SPFE Proposals can be found on our website at spfe28.org/proposals.



St. Paul Students and Families Deserve: Multilingual support staff

There has been a high demand for interpreters in SPPS for years. Because of this, our staff who speak multiple languages are often pulled from their scheduled duties to assist with interpreting for families and staff, whether or not this is actually part of their job description. It is time to address this issue so that our students do not miss out on instructional support, and our staff who have been hired to perform other duties in the district are not inappropriately asked or pressured to interpret. We are seeking a commitment from the district to hire additional support staff for interpreting. This proposal requires SPPS to:

- Staff our schools with more Cultural Specialists and bilingual EAs.
- Create an on-call list of interpreters for both during and after-school use, which includes SPPS staff who speak multiple languages and want to assist with interpreting.
- Recognize and compensate staff who use their language skills with a salary increase.

“Language barriers between families and schools are best overcome by the use of a professional interpreter who can ensure good communication between parents and teachers and students. Frustrations among families who need the support are building slowly and one day our parents will burst like a volcano. It is time for the district to hire more interpreters so all families can engage in their school community and all students can get the education they deserve.”



Yasmin Muridi
Educational Assistant
Four Seasons Elementary

CREW NECK T-SHIRTS
HAVE ARRIVED!



Eastern Heights



Benjamin E Mays

Students and families show up to support our proposal for Dual Language Immersion school improvements

Our September 26th contract negotiations were packed with DLI educators, students, and parents supporting their colleagues presenting our DLI proposal! Our Dual Language Immersion schools are unique programs with a rich history in SPPS. Teachers from these programs drafted solutions to better serve our immersion students. This proposal would:



- Reduce class sizes in Dual Language Immersion programs.
- Create a more proactive system allowing for hiring.
- Fund immersion programs adequately, based on the courses students need.
- Offer appropriate Professional Learning and Curriculum development for DLI staff.

Restorative Practices

Various schools in SPPS have been implementing restorative practices since 2016. Continuing this work is important for ensuring that our students are seen and heard. RP is also work for shifting to a more positive school climate through a lens of equity and social justice. Therefore, we propose the continuation of resources for schools on this journey and for more schools to follow; all SPPS senior leaders experience a 4-day introduction to restorative practices; and hiring a full time “circle keeper” in addition to continuing other RP funding.

Early Childhood Family Education

The ECFE program in St. Paul is, for many families, their first interaction with our public schools. Their work is essential to providing our children with a strong educational beginning. The EAs and Licensed staff in ECFE are seeking contract language that addresses the unique needs of their program. This proposal outlines our ECFE teachers and EAs work day, in a program where classes can span 12 hours. It also ensures defined prep time, lunch, and travel time from site to site.

Discovery Club snow and cold days

Unlike most of our members, when schools dismiss early due to inclement weather, our Discovery Club (DC) EAs cannot leave, and often end up working an even longer shift than normal. Additionally, they are sometimes called into work on cold days, as Discovery Club remains open. In light of these circumstances, we are proposing DC members will be paid time and a half for all hours worked on Snow or Cold days that they are required to work; on Early Dismissal Days, EAs will be paid time and a half for any hours worked after dismissal.

District proposals

The district primarily submitted proposals related to staff and daily operational standards on September 26:

- Proposal #6 would outline the current state licensure laws regarding Tier 1 and Tier 2 teachers rights, in regard to continuing contracts and achievement of tenure, into contractual language.
- Proposal #9 outlines the new state law requirements for observations of non-tenured teachers and would put those requirements into contractual language.
- The District wants to restrict dual language immersion teachers from applying for any positions outside of language immersion programs with their Proposal #7.
- In proposal #8 the District is proposing that licensed staff on a mobility leave cannot accept employment in another school district without SPPS approval.
- Once again, the District is proposing an extended timeline before new hires could begin their health insurance coverage with the district (Proposal #10). It seeks to change from the current practice of eligibility after 30 days of employment to the *first day of the next month after 30 days of eligible service.*
- In the last proposal presented on September 26, Proposal #11, the District is proposing that investigative meetings and Loudermill hearings be scheduled with the involved employees and with only a “notification” to your SPFE Organizers and limitation on their ability to reschedule the meeting. This is an attempt to conduct hearings without making sure your SPFE Organizer or Steward is there to help protect your rights.