

2019-2021 CONTRACT PROPOSAL SUMMARY

SPFE CONTRACT PROPOSALS FOR THE TEACHER, EA, AND SCSP CONTRACTS		
No.	Proposal Title	Summary of Proposed Contract Language
1	<b>Student Mental Health Supports</b> Teacher, EA, SCSP Contracts	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. 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.
2	<b>Additional Duties &amp; Interpreter Prep</b> EA, SCSP Contracts	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. Sign language and spoken language interpreters get 125 minutes of preparation time per week to ensure that they are providing the best interpretation of educational content as possible to our students.
3	<b>National Board Certification</b> Teacher Contract	Language updates that reflect changes to the certification process and additional financial support for folks seeking certification.
4	<b>Grow Your Own Programs— Rights back into bargaining unit</b> EA, SCSP Contracts	EAs and SCSPs who participate in a district sponsored teacher licensure program, such as SUTR, have rights back into their original bargaining unit if they do not get placed in SPPS, are denied tenure, or don’t complete the program.
5	<b>ETWA: School Redesign</b> Teacher, EA, SCSP	Clarification of timelines and procedures for schools who are going through the school redesign process.
6	<b>PAR (and Formative Evaluations)</b> Teacher	Clean-up portions of our Peer Assistance and Review language and a new contract 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.
7	<b>School Integration</b> Teacher, EA, SCSP	In 2017, a joint School Integration Task Force (formed out of a previous contract win) completed a report with recommendations on school integration. Since that time, St. Paul Public Schools has not implemented any of the recommendations. We are proposing the district adopt the definition of integration as recommended by the Task Force and set a timeline for beginning to enact recommendations of the Task Force.
8	<b>Racially Equitable Funding for Schools</b> Teacher, EA, SCSP	In the past two years, SPFE partnered with SPPS to pass a referendum and complete an enrollment campaign, Select SPPS, to tackle increase funding and counteract enrollment decline. Those efforts are not enough. We are proposing SPFE and SPPS partner to address the root causes of the funding issues we face, including a decline in corporate taxes and revenue statewide—revenue that could be put toward our public schools and other public services. We propose joint meetings with local corporations and legislators to lobby for additional school funding. Additionally, we propose that SPFE and SPPS jointly seek a moratorium on new charter schools in St. Paul until a community impact study on charter schools can be completed and reviewed.
9	<b>Family engagement</b> Teacher, EA, SCSP	Simplification to the process of starting Academic Parent Teacher Teams at a school, increase the stipends for School APTT Champions (coordinators) and individual teachers who conduct APTT conferences, and add APTT language to the EA and SCSP contract. — <i>Tentative Agreement 1.16.2020</i>
10	<b>Special Education Weighted Staffing and Caseloads</b> Teacher, EA	We are proposing weighted staffing and caseloads for SPED teachers. Prep time is teacher time, not for due process meetings and evaluations. If it is used for due process evaluations and meetings, loss of prep pay is paid. We are proposing caseload parameters for SLP, OT, and PT. SPED EAs can attend SPED PD with other SPED educators.

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11	<b>EL Staffing</b> Teacher	Language that would make weighted caseload limits a requirement instead of a goal.
12	<b>Carts and Portables</b> Teacher	EL teachers can be in the regular rotation of the use of carts and portables when needed, but cannot be permanently relegated to a cart simply because they are an EL teacher. Ensures EL teachers are designated classrooms space in a way that is equitable to other teachers.” – <i>Tentative Agreement 1.16.2020</i>
13	<b>EL Teacher Subs</b> Teacher	EL teachers cannot be pulled to sub for missing teachers during their own teaching time. Subs for EL teachers cannot be shuffled to another sub job. – <i>Tentative Agreement 1.16.2020</i>
14	<b>Co-teaching Best Practices</b> Teacher	Co-teaching limit of one co-teachers for EL and SPED elementary teachers. Limit of two content areas, three courses, and only one new course for EL and SPED secondary teachers.
15	<b>Religious Observance Equity</b> Teacher, EA	Increase the number religious observance days from two to three in the EA and Teacher contracts, in order to provide parity with our SCSP contract.
16	<b>Dual Language/ Immersion</b> Teacher	Reduce class sizes in Dual Language Immersion programs, create a more proactive system allowing for hiring in DLI programs, fund immersion programs adequately based on the courses students need, and offer appropriate professional learning and curriculum development for DL Immersion staff.
17	<b>Multilingual Staffing</b> EA, SCSP	A commitment from the district to hire additional support staff for interpreting: staff our schools with more Cultural Specialists and bilingual EAs, create an on-call list of interpreters for both during and after-school use, and recognize and compensate staff who use their language skills with a salary increase.
18	<b>Education Leave and Stipend</b> SCSP	Educational stipend available to SCSP members who are seeking a licensure and the ability to take a paid leave while student teaching. – <i>Tentative Agreement 11.14.2019</i>
19	<b>Restorative Practices</b> Teacher, EA, SCSP	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.
20	<b>Discovery Club</b> EA	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.
21 22	<b>ECFE</b> Teacher, EA	Outlines our ECFE teachers’ and EAs’ work day, in a program where classes can span 12 hours. Ensures defined prep time, lunch, and travel time from site to site.
23	<b>Election Day Holiday</b> Teacher, EA, SCSP	To promote and celebrate democracy, Election Day would be a holiday on our school calendar. Having election day as a holiday would promote voting participation among members and the families we serve. It would also make our buildings more available and accessible to be polling places.
24	<b>Elementary Specialist Supplies</b> Teacher	Mandatory funding of supplies for elementary specialists at \$500 per each specialist so we can ensure that students have the supplies they need to learn.
25	<b>Enrollment Preference</b> EA, SCSP	Extend enrollment preference benefit to EAs and SCSPs who are enrolling their children in St. Paul Public Schools.
26	<b>MOUs to Contract Language</b> Teacher, EA, SCSP	Move Memorandums of Understanding and Memorandums of Agreement into the body of our contracts.

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27	<b>Hourly Teachers</b> Teacher	Eliminate teacher contract language that limits hourly teacher rights and and allow hourly teachers rights under our contract and the accrual of sick leave.
28	<b>Summer School</b> Teacher	Change the current summer school pay rates to a teacher's hourly rate of pay (salary divided by 187) from the school year preceding the summer session.
29	<b>Substitute Teachers</b> Teacher	A 0.5 FTE building sub will be hired after a site has 25 or more no substitute days; a 1.0 FTE building sub will be hired after 50 no substitute days.
30	<b>Schedule C— Extracurriculars</b>	Add additional positions that are not yet on the Schedule C stipend list. A one time 10% increase for this school year for all stipend positions and annual increases thereafter. We also proposed that SPFE and SPPS work together next school year to review Schedule C more closely and clean up the positions listed so it reflects current extra-curricular activities.
31	<b>Wages/Benefits</b>	Year 1: 3.4%, Year 2: 2% for Teachers and SCSPs, Year 1: \$1.25/hr and Year 2: 2% for EAs. Increases to the employer contribution toward health insurance premiums.

**DISTRICT PROPOSALS**

No.	Proposal	Summary of Proposed Contract Language
1	<b>EA &amp; SCSP Sick Leave</b>	Reduce sick leave accrual rates.
2	<b>Verbal proposal related to interview and select</b>	Shrink the timeframe for interview and select by ending the interview and select process before the end of the school year, instead of mid-June. Was presented verbally.
3	<b>Federation Leave</b>	Require SPFE to pay for salaries, instead of substitute costs, when a member takes union business leave.
4	<b>Lengthen EA PIP timeframe</b>	Expand the timeframe that the district has to put 12-month EA's on a performance improvement plan. — <i>Tentative Agreement 10.14.19</i>
5	<b>Access to worksites</b>	Union leadership must report to administration when entering a building.
6	<b>Teacher Basic Contract Year</b>	Tier 2 teacher licensure requirements and accrual of years of service.
7	<b>Interview and Selection</b>	Dual Language teachers can't leave DL/I for any other position without admin approval.
8	<b>Mobility Leave</b>	Employees would not be able take a position in a different district while on a mobility leave.
9	<b>Teaching and Learning Career Educators</b>	Change contract language to read 3 formal observations rather than 2 for probationary teachers.
10	<b>Benefit Eligibility</b>	Delay health insurance start date to 1st of month after a full month of employment.
11	<b>Grievance Procedure</b>	The district would schedule investigatory and disciplinary hearings directly with member and leave stewards and SPFE organizers out of the process, complicating representation for our members.
12	<b>ECFE</b>	Flexible ECFE scheduling on evenings and weekends for licensed staff and EAs. SPFE members are seeking more parameters around how scheduling would work.
13	<b>Community Education (ABE)</b>	Flexible scheduling for Adult Basic Education classes on evenings and weekends. SPFE members are seeking more parameters around how scheduling would work.
14	<b>ABE Hourly Teacher Ratio</b>	Change ratio of hourly to contract teachers in Adult Basic Education so they can hire more hourly teachers and fewer contract teachers.
15	<b>Federation Rights</b>	Elimination of the maintenance of membership language and payroll dues deduction as required by our membership contract.
16	<b>Improvement Plans</b>	Moving teachers to improvement plans if they score below standard in Domain 1, or Domain 2, or overall. Currently an improvement plan is only initiated when you score below standard overall.