

| ENGLISH | KAREN |
|---|--|
| <p>The schools St. Paul students deserve</p> | <p>ကိုတဖန်လၢ ကြားဝဲဘဉ်ဝဲဒီး St. Paul အပူၤကိုဖိတဖန်</p> |
| <p>Why educators are willing to strike for them</p> | <p>ဘဉ်မနုၤအယီၤ ပုၤဟ့ၣ်တၢ်ကူၣ်ဘဉ်ကူၣ်သ့တဖန် အဲၣ်ဒီးမၤတၢ်လၢ တၢ်သ့ၣ်ဆူၣ်သးဂၤလၢ ကမၤန့ၣ်အိၤအဂီၢ်လဲၣ်</p> |
| | |
| <p>What are educators fighting for in contract negotiations?</p> | <p>ပုၤဟ့ၣ်တၢ်ကူၣ်ဘဉ်ကူၣ်သ့တဖန် ဝုၣ်ကျဲးစးမၤတၢ်မနုၤလၢ တၢ်တၢ်ပီၣ်တဲကျဲၤသကိးတၢ်လၢကမၤန့ၣ်တၢ်အၢၣ်လီၤတဖန် အဂီၢ် လဲၣ်.</p> |
| <p>Educators' top priorities in negotiations include:</p> | <p>ပုၤဟ့ၣ်တၢ်ကူၣ်ဘဉ်ကူၣ်သ့တဖန် အတၢ်ဟံၣ်တၢ်အရူၤဒိၣ်တဖန်လၢ တၢ်တၢ်ပီၣ်တဲကျဲၤသကိးတၢ်လၢကမၤန့ၣ်တၢ်အၢၣ်လီၤတဖန်အပူၤ ပုၣ် ယုၣ်ဒီး-</p> |
| <ul style="list-style-type: none"> A fully staffed mental health team in every building. This includes providing teachers with more training and hiring more social workers, counselors, psychologists, school nurses and behavior intervention specialists. | <ul style="list-style-type: none"> တၢ်အိၣ်ဒီး သးဝုၣ်ဝိတၢ်အိၣ်ဆူၣ်အိၣ်ချ့ကရူၢ် အပူၤမၤတၢ်ဖိ လၢလၢပုၤပုၤ လၢတၢ်သ့ၣ်ထီၣ်ကိးဖျါဒီးအပူၤန့ၣ်လီၤ. တၢ်အံၤပုၣ်ယုၣ်ဒီး တၢ်ဟ့ၣ်လီၤကိုသရၣ်တဖန်လၢ တၢ်မၤ လိအါအါ ဒီးဒီးလဲအါထီၣ်ပုၤဂ့ၢ်ဝိပုၤမၤတၢ်ဖိ, ပုၤဟ့ၣ်ကူၣ် ဝဲသကိးတၢ်တဖန်, သးဝုၣ်ဝိကသံၣ်သရၣ်, ကိုသရၣ် သရၣ်မုၣ်ကွၢ်ပုၤဆါတဖန်ဒီးပုၤသ့ပုၤဘဉ်လၢ န့ၣ်လီၤမၤစၢၤဆိတၢ်ဒိသ့ၣ်ဟံၣ်သးတဖန်န့ၣ်လီၤ. |
| <ul style="list-style-type: none"> More multilingual staff to help our students and families connect to their school community. | <ul style="list-style-type: none"> တၢ်အိၣ်အါထီၣ်ဒီး ပုၤမၤတၢ်ဖိလၢအကတိၤကျိၣ်အါကလုၣ် လၢကမၤစၢၤပုၤကိုဖိတဖန်ဒီး ဟံၣ်ဖိလီၤဖိတဖန်လၢ အဘျးဝဲမၤသကိးတၢ်ဒီးအဝဲသ့ၣ်အကိုပုၤတၢ်န့ၣ်လီၤ. |
| <ul style="list-style-type: none"> Additional educators supporting students with special needs and appropriate assignments for educators so they can give students more one-on-one attention. | <ul style="list-style-type: none"> တၢ်အိၣ်အါထီၣ်ဒီး ပုၤဟ့ၣ်တၢ်ကူၣ်ဘဉ်ကူၣ်သ့တဖန် လၢက ဆိၣ်ထွဲမၤစၢၤပုၤကိုဖိတဖန်လၢအိၣ်ဒီး တၢ်လိၣ်ဘဉ် လီၤဆိတဖန်ဒီး ကိုဟံၣ်တၢ်မၤဘဉ်ဘျိးဘဉ်ဒါတဖန်လၢ ပုၤဟ့ၣ်တၢ်ကူၣ်ဘဉ်ကူၣ်သ့တဖန်အဂီၢ် ဒိသိးအဝဲသ့ၣ် သိၣ်လိၣ်ထွဲကိုဖိ တၢ်ခိတၢ်ကသ့အဂီၢ်. |
| <p>These changes would improve the learning environment for all St. Paul students and allow educators to give children more individual attention. They will also improve working environments for educators – we want to attract and keep the best educators for St. Paul students.</p> | <p>တၢ်ဆိတလဲတဖန်အံၤ ကမၤဂ့ၢ်ထီၣ်တၢ်မၤလိမၤဒီးခိၣ်ယၢၤလၢ St. Paul ပုၤကိုဖိခဲလၢၣ်အဂီၢ်ဒီး ပျဲပုၤဟ့ၣ်တၢ်ကူၣ်ဘဉ်ကူၣ်သ့တဖန်လၢ ကဟ့ၣ်လီၤပုၤဖိသ့ၣ်တဖန်လၢ တၢ်အံၤထွဲကွၢ်ထွဲတၢ်စုၣ်စုၣ်ကသ့အဂီၢ် န့ၣ်လီၤ. အဝဲသ့ၣ် ကမၤဂ့ၢ်ထီၣ်တၢ်မၤခိၣ်ယၢၤတဖန် လၢပုၤကူၣ်ဘဉ်ကူၣ်သ့တဖန် အဂီၢ်စုၣ်ကိး-ပအဲၣ်ဒီးထူးန့ၣ်ယၢ်ဒီး ပၤယၢ်ပုၤကူၣ်ဘဉ်ကူၣ်သ့တဖန်န့ၣ်နီၤတဖန်လၢ St. Paul ပုၤကိုဖိတဖန် အဂီၢ်န့ၣ်လီၤ.</p> |

| | |
|--|---|
| Learn more about the proposals at supportstpaulstudents.org . | မလိအထိတ်ဘဏ်သား တာဆူနာတဖန်ဖဲ supportstpaulstudents.org . |
| Why are contract negotiations so contentious? Will there be a strike? | ဘဏ်မနုၤအယိတ်တၢ်တၢ်ပိုင်တဲကျဲၤသကိးတၢ်လၢကမၤန့ၢ်တၢ်အၢၣ်လီၤတဖၣ်အံၤ ကဲထီၣ်တၢ်ဂၢၢ်လိာ်ဘိလိာ်သ့လဲၣ်. မ့ၢ်ကအိၣ်ဒီးတၢ်ပၤဖျါထီၣ်တၢ်တဘျီသးခါ. |
| St. Paul educators understand contentious contract negotiations and a potential strike are stressful for all involved – especially working families and our most vulnerable students. | St. Paul ပုၤဟ့ၣ်တၢ်ကူၣ်ဘဏ်ကူၣ်သ့တဖၣ် န့ၢ်ပၢၢ်တၢ်တၢ်ပိုင်တဲကျဲၤသကိးတၢ်လၢ ကမၤန့ၢ်တၢ်အၢၣ်လီၤတဖၣ်ဒီး တၢ်ပၤဖျါထီၣ်တၢ်တဘျီသးခါ လၢအကအိၣ်ထီၣ်တဖၣ် မ့ၢ်တၢ်လၢအဖုးအိၣ်ထီၣ်တၢ်သ့ၣ်ကိာ်သးဂီၤလၢပုၤလၢအပၣ်ယုၣ်ခဲလၢအဂီၢ် – လီၤဆိၣ်တၢ်ဟံၣ်ဖိယိဖိလၢအမၤတၢ်တဖၣ်ဒီး ပုၤကွၢ်ဖိတဖၣ်လၢတအိၣ်ဒီးတၢ်ဒီးသဒၢအါတက့ၢ်တဖၣ်အဂီၢ်န့ၣ်လီၤ. |
| State law requires the district and unionized employees to bargain every two years. Negotiations began last May between SPFE and the district. The union offered 31 proposals in nine public sessions. SPFE filed for mediation in November because the district didn't offer counters to those proposals. | ကိာ်စဉ်သဲစးတၢ်သိၣ်တၢ်သီလိာ်ဘဏ်ဝဲဒၣ် ကိာ်ရှုၣ်ကွၢ်လီၢ်ကဝီၤဒီးပုၤမၤတၢ်ဖိကရၢစိတဖၣ်ကအၢၣ်လီၤလိာ်အသးကိးခံန့ၣ်တဘျီန့ၣ်လီၤ. တၢ်တၢ်ပိုင်တဲကျဲၤသကိးတၢ်စးထီၣ်ဖဲအပူၤကွၢ်လီၤမ့ၢ်ဖဲ SPFE ဒီးကိာ်ရှုၣ်ကွၢ်လီၢ်ကဝီၤအဘၢၣ်စၢၤန့ၣ်လီၤ. ကရၢစိဟ့ၣ်လီၤတၢ်ဆူန့ၣ် ၃၁ ခါလၢ ကမ့ၢ်တၢ်အိၣ်ဖိုင်န့ၣ်အပူၤန့ၣ်လီၤ. SPFE တီၣ်ဖျါထီၣ်လၢတၢ်ကျဲၤဘဏ်လိာ်အဂီၢ်ဖဲလၢနီၣ်တဘျီအပူၤမ့ၢ်လၢကိာ်ရှုၣ်ကွၢ်လီၢ်ကဝီၤတဟ့ၣ်တၢ်ခိဆၢဒီးတၢ်ဆူန့ၣ်တဖၣ်အံၤဘဏ်န့ၣ်လီၤ. |
| Strikes are scary for everybody and can have a financial impact on educators, too. But we are willing to make that sacrifice to make sure our students' needs are met. We all want our public schools to have the resources they need. Unfortunately, that's not happening. | တၢ်ပၤဖျါထီၣ်တၢ်တဘျီသးန့ၣ်လီၤပုၤလၢပုၤကိးဂၤဒဲးအဂီၢ်ဒီးအိၣ်ဒီး ကျိၣ်စ့တၢ်ဒီးဘဏ်လၢ ပုၤဟ့ၣ်တၢ်ကူၣ်ဘဏ်ကူၣ်သ့တဖၣ်အဖိခိၣ်သ့, စ့ၢ်ကိးန့ၣ်လီၤ. ဘဏ်ဆၢပသးအိၣ်လၢ ပကဟ့ၣ်လီၤသးမၤတၢ်လၢ ကမၤလီၤတၢ်ပမၤလၢပုၤထီၣ် ပပုၤကွၢ်ဖိတဖၣ် အတၢ်လိၣ်ဘဏ်တဖၣ်န့ၣ်လီၤ. ပဲကိးဂၤဒဲး ပအဲၣ်ဒီးပကမ့ၢ်ကွၢ်တဖၣ်လၢ ကအိၣ်ဒီး တၢ်မၤစၢၤတဖၣ်လၢ အဝဲသ့ၣ်လိၣ်ဘဏ်ဝဲန့ၣ်လီၤ. ဘဏ်ဆၢလၢတၢ်ဘူၣ်တဂ့ၢ်တၢ်တဘျီအပူၤ, တၢ်အံၤတအိၣ်ထီၣ်ဝဲဘဏ်န့ၣ်လီၤ. |
| SPFE's executive board authorized a strike vote for Feb. 20. Any member of the union can vote in that election. | SPFE အထီၣ်ဘိကမံးတၢ် ဟ့ၣ်စိဟ့ၣ်ကမိၤတၢ်ပၤဖျါထီၣ်တၢ်တဘျီသး တၢ်ဟ့ၣ်တၢ်ဖးလၢလၢဖျါအါရဲၤ ၂၀ အဂီၢ်လီၤ. ကရၢစိ အကရၢဖိ တကၤလၢလၢဟ့ၣ်တၢ်ဖးလၢ တၢ်ယုထၢအမူးဝဲန့ၣ်အပူၤသ့န့ၣ်လီၤ. |
| When would a strike begin? | တၢ်ပၤဖျါထီၣ်တၢ်တဘျီသးကစးထီၣ်အခါဖဲလဲၣ်. |
| If members authorize a strike, it's up to the union's executive board to set a strike date. State law requires the union to give the district at least a 10-day notice before the first day of the strike. | ကရၢစိတဖၣ်မ့ၢ်ဟ့ၣ်စိဟ့ၣ်ကမိၤတၢ်ပၤဖျါထီၣ်တၢ်တဘျီသးန့ၣ်, တၢ်အံၤဒီးသန့ၤထီၣ်အသးလၢထီၣ်ဘိကမံးတၢ်ဖိခိၣ် လၢကဘိးဘဏ်ရၢလီၤ တၢ်ပၤဖျါထီၣ်တၢ်တဘျီသးအမ့ၢ်န့ၣ်လီၤ. ကိာ်စဉ်သဲစး တၢ်သိၣ်တၢ်သီ လိာ်ဘဏ်ဝဲဒၣ်ကရၢစိလၢ ကဟ့ၣ်လီၤကိာ်ရှုၣ် ကွၢ်လီၢ်ကဝီၤဒီးတၢ်ဘိးဘဏ်သ့ၣ်ညါအစ့ၤကတၢ် ၁၀ သီတဖျါလၢ တၢ်ပၤဖျါထီၣ်တၢ်တဘျီသးအဆိကတၢ်တသီန့ၣ်လီၤ. |
| If there's a strike, what does that mean for St. Paul students and families? | တၢ်ပၤဖျါထီၣ်တၢ်တဘျီသးမ့ၢ်အိၣ်န့ၣ်, တၢ်အခိပညီအိၣ်မနုၤလၢ St. Paul ပုၤကွၢ်ဖိတဖၣ်ဒီးဟံၣ်ဖိယိဖိတဖၣ်အဂီၢ်လဲၣ်. |
| The school district will have to make a decision, but most likely they will close schools during the strike. Parents will need to find alternative options for their students. For our most vulnerable students, SPFE is investigating options for making safe sites available. More information will be available as these plans are made. It is also possible that the City of St. Paul will open recreation centers and libraries for students. | ကိာ်ရှုၣ်ကွၢ်လီၢ်ကဝီၤကအိၣ်ဒီးတၢ်မၤတၢ်ဆၢတၢ်, ဘဏ်ဆၢအါတက့ၢ်အဝဲသ့ၣ် ကဟံၣ်ပတုၣ် ကွၢ်တဖၣ် ဖဲတၢ်ပၤဖျါထီၣ်တၢ်တဘျီသးအကတီၢ်န့ၣ်လီၤ. တၢ်လိၣ်ဘဏ်လၢ မိၢ်ပၤတဖၣ် ကယုထံၣ်ဝဲဒၣ်တၢ်ယုထၢအကျဲအဂၤတဖၣ် လၢအဝဲသ့ၣ်အပူၤကွၢ်ဖိတဖၣ်အဂီၢ်န့ၣ်လီၤ. လၢပပုၤကွၢ်ဖိလၢ တအိၣ်ဒီးတၢ်ဒီးသဒၢအါတက့ၢ်တဖၣ်အဂီၢ်, SPFE ယိထံသမံသမိး တၢ်ယုထၢအကျဲတဖၣ်လၢတၢ်ကမၤအိၣ်ထီၣ် လီၢ်ကဝီၤအပူၤဖျါတဖၣ်လၢတၢ်မၤန့ၢ်အိၣ်သ့န့ၣ်လီၤ. တၢ်ကဟ့ၣ်အါထီၣ်တၢ်ဂၢၢ်တၢ်ကျိၤတဖၣ် ဖဲတၢ်မၤတၢ်တီၣ်ကျဲၤတဖၣ်အံၤန့ၣ်လီၤ. တၢ်အံၤမၤအသးသ့စ့ၢ်ကိး လၢဝုၢ် St. Paul ကအိၣ်ထီၣ်တၢ်လိာ်ကွဲထၢဒီးလိာ်ရိဒၢတဖၣ်လၢ ပုၤကွၢ်ဖိတဖၣ်အဂီၢ်န့ၣ်လီၤ. |

| | |
|---|---|
| <p>Will the district have to add extra school days if there's a strike?</p> | <p>မိုးကီးရုဂ်ကွီလီကဝီ၊ ကမ၊အါထီဂ်ကွီထီဂ်အမုန်းတဖှင်ဖဲတော်ဟ် ဖျါထီဂ်တၢ်တဘၣ်သးမုးအိၣ်ထီဂ်အခါခါ.</p> |
| <p>Not necessarily. If the district falls below the minimum number of days middle and high school students need to be in school, the district could add days. But there is no penalty under state law if a district doesn't meet those requirements.</p> | <p>အလီၤတအိၣ်ဘၣ်. ကီၤရုဂ်ကွီလီကဝီမုးအိၣ်လၢ တၢ်လိၣ်ဘၣ်လၢၤၤ တီၤခၢၣ်သးဒီးတီၤထီၣ်ပုၤကွီဖိတဖှင် ကဘၣ်အိၣ်လၢ ကွီ အစ့ၤကတၢၢ် ပုၤသီၣ်န့ၣ်. ကီၤရုဂ်ကွီလီကဝီကမ၊အါထီဂ်မုးန့ၣ်မုးသီတဖှင်န့ၣ်လီၤ. ကီၤရုဂ်ကွီလီကဝီမုးတတုၤထီဂ်ဒီးတၢ်လိၣ်ဘၣ်တဖှင်ဘၣ်ဆၣ်တၢ်ဟ့ၣ် တၢ်ကမၣ်တအိၣ်လၢကီၤဖဲၣ်သဲးတၢ်သိၣ်တၢ်သီတဖှင်အဖိလၢဘၣ်.</p> |
| <p>Didn't the union endorse current members of the school board?</p> | <p>မုးကရၢဖိ တအၢၣ်လီၤ ဟ်ဂၢၢ်ဟ်ကျၢၤ ကွီကမံးတံၣ်ကရၢဖိအခဲအံၤ တဖှင်ဘၣ်ခါ.</p> |
| <p>Yes, SPFE did endorse these board members. Unfortunately, it's clear these negotiations are being controlled by Superintendent Joe Gothard, not the board. Communications to board members appear to be limited and selective. It's time for the board to demand more information and get involved in negotiations.</p> | <p>မုး. SPFE အၢၣ်လီၤ ဟ်ဂၢၢ်ဟ်ကျၢၤ ကမံးတံၣ်ကရၢဖိတဖှင်အံၤ န့ၣ်လီၤ. ဘၣ်ဆၣ် တၢ်အိၣ်ဖျါ ဝီၣ်ပျီဖျါဖျါလၢ တၢ်တၢၣ်ပိၣ်တဲက့ၤတဖှင် အံၤ ဘၣ်တၢ်ပၤဆုၤအီၤလၢ ပုၤပၤဆုၤတၢ်အိၣ် Joe Gothard. ဒီးတမုး ကမံးတံၣ်မိၢ်ပုၤဘၣ်န့ၣ်လီၤ. တၢ်ဆဲးကျိးတဲသကိးတၢ်ဒီး ကမံးတံၣ် ကရၢဖိတဖှင်အိၣ်ဒီး တၢ်ဟ်ပနီၣ်ဒီးတၢ်ယုထၢန့ၣ်လီၤ. တၢ်အံၤမုးတဲ တၢ်ဆၢကတီၢ်လၢကမံးတံၣ်မိၢ်ပုၤအဂီၢ်လၢ ကယုအါထီဂ်တၢ်ဂ့ၢ်တၢ်ကျိၤဒီး န့ၣ်လီၤပုၤယုလၢတၢ်တၢၣ်ပိၣ်တဲက့ၤသကိးတၢ်တဖှင်အပူၤန့ၣ်လီၤ.</p> |
| <p>How can parents, students and community members get updates on negotiations?</p> | <p>မုးမိၢ်ဟ်, ပုၤကွီဖိတဖှင်ဒီးပုၤတတၢ်အကရၢဖိတဖှင် ကမ၊န့ၣ် တၢ်ဂ့ၢ် တၢ်ကျိၤ ချူးဆၢချူးကတီၢ်တဖှင် လၢတၢ်တဲပိၣ်တဲက့ၤသကိးတၢ် တဖှင်အဖိခိၣ်ခါ.</p> |
| <p>Sign SPFE's petition at https://actionnetwork.org/forms/support-spfes-bargaining-priorities to get on our community allies list. You can also follow us on Facebook (Saint Paul Federation of Educators and Twitter at @spfe28 (hashtags #WeAreSPPS and #WeAreSPFE).</p> | <p>ဆဲးလီၤ SPFE တၢ်ပတံၣ်သကွံၢ်ကညးထီၣ်တၢ်ဖဲ https://actionnetwork.org/forms/support-spfes-bargaining-priorities လၢကမ၊န့ၣ်ပပုၤတတၢ်သိၣ်မုးစရိအဂီၢ်န့ၣ်တက့ၢ်. နပိၣ်ထွဲထီၣ်ပုၤဖဲ Facebook (Saint Paul Federation of Educators ဒီး Twitter ဖဲ @spfe28 (hashtags #WeAreSPPS ဒီး #WeAreSPFE) သ့စ့ၢ်ကိးန့ၣ်လီၤ.</p> |
| <p>SAINT PAUL FEDERATION OF EDUCATORS LOCAL 28</p> | <p>SAINT PAUL FEDERATION OF EDUCATORS LOCAL 28 (စးဖိ(လ)ပုၤဟ့ၣ်တၢ်ကူၣ်ဘၣ်ကူၣ်သ့ကရၢဖိ လီၤကဝီ ၂၈)</p> |