



SAINT PAUL FEDERATION
OF EDUCATORS LOCAL 28

CONTRACT UPDATE

QUICK UPDATES

Your SPFE bargaining team met with the district on September 23 to present the following proposals:

1. Class size
2. Technology Access for EAs and SCSPSs
3. Personal Day Equity for Educational Assistants
4. Caucus/Election Night Pay
5. Remote Learning MOU

At the September 23 bargaining session, the District presented the following proposals:

1. Delay the start of health insurance for new hires
2. Require 10 years of continuous service for severance pay for licensed SCSPs and EAs.
3. Push to separate bargaining for the 3 SPFE units.
4. Shorten interview and select

**All SPFE proposals can be found
on our website at: spfe28.org/proposals
BACK TO SCHOOL CONTRACT UPDATE**

Reducing class sizes is not only one of SPFE's core demands but is also a crucial step in ensuring Saint Paul's students' needs are met. The bargaining team proposed that class sizes be reduced by 2 students with additional reductions for grades 9 and 10 to assist students' transition from Middle to High School.

The second proposal presented was for EAs and SCSPs to have a district cell phones and district laptops. EAs on the bargaining team testified about the challenges of communicating with parents without adequate communication tools that allow them to meet families' needs. Often, they have to borrow a laptop from a teacher, possibly interrupting class to do so, or hunt down desktop computers because iPads do not connect to the site printers.



Don't forget to pick up your petitions on Tuesday 9/28 2p-6:30p

SAVES THE DATES!

THURSDAYS: WEAR RED!

MEMBERSHIP MEETING

MONDAY SEPTEMBER 27TH
5:00PM

AREA CAT MEETING

WEDNESDAY SEPTEMBER 29TH
4:30PM

CAT TRAINING

THURSDAY SEPTEMBER 30TH
5:00PM

NEW STEWARD TRAINING

MONDAY OCTOBER 4TH
5:00PM

All meetings are held via zoom

The third proposal we submitted was for EAs to have 5 personal days, as licensed staff and SCSPs do. Having the same number of personal days is an equity issue and it also means that members could, if necessary, take a full week off.

Lastly, we proposed EAs who work evenings be paid their regular contracted hours in the event that classes are cancelled because of elections or caucuses.

As the pandemic continues, SPFE wants to make sure the district is prepared for site closures, whether due to COVID or weather. The bargaining team proposed turning previously agreed upon distance learning guidelines into an MOU for the future. The guidelines include four hours

additional pay for educators to prepare and share lessons and materials when in transition from in person to distance learning for classroom quarantine, making sure there is one synchronous learning group and one synchronous social emotional learning group each day, teachers being able to post office hours and specialists collaborating with teachers to post their own content.

We proposed to continue with the COVID Safety Labor Management Committee which will assess the impact of COVID at our sites.

Additionally, we want to ensure special education teachers can use emergency e-learning days as paperwork days or choose to connect with students as needed.

The district came to the session proposing yet again that our one bargaining team be separated into our three bargaining units. This time the district's bargaining team framed their desire to divide us up as concern about equity for the EA and SCSP units, but we know we have more power when we stand together. We've seen the improvements made for EAs and SCSPs since we became one bargaining team during the 2017-19 round.

The district submitted two proposals for each bargaining unit. They want to delay the start of health insurance for new hires. require 10 years of continuous service to receive severance pay and to shorten interview and selection period for licensed staff.

Attendance

We are still operating through a pandemic, and therefore we have had to modify how to we do negotiations. Typically, we have the Contract Action Team (CAT) and members in the same room monitoring what is happening. We have all adapted to learning how to use Zoom, so for this round we have the Contract Action Team (CAT) and members watching the bargaining team via Zoom screen share. The CAT and members are able to communicate with each other and discuss what is happening in real-time. Although we cannot all be in the same room, our SPFE solidarity spirit is strong. At our first session, we had a total of 46 different sites represented. For this session we only had CAT folks on, but now that we have all of the technology figured out, we look forward to having more members join us!



"When we are working with the teacher on Google Meet on an iPad, we cannot see all students and when the teacher asks us to talk with Ahmed or See Paw or Brandon, it's not possible because we don't see everyone as the same as our teacher. We are flexible and wear so many hats but this time we are saying enough is enough!"

Yasmin Muridi | Highwood Hills | EA | Dir. of Non-Licensed Personnel