

**DISTRICT – Saint Paul Public Schools
PROPOSAL #3_EA: Mental Health Supports
October 7, 2021**

**District proposes to strike obsolete language and remove references to non-EA classifications.
District proposes to add meet and confer language to this article.**

ARTICLE 22. STUDENT MENTAL HEALTH SUPPORTS

SECTION 1. STUDENT MENTAL HEALTH SUPPORTS

The District and the Federation agree that supporting student mental health 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.

Student mental health needs are best served when the school community is supported by a team of trained professionals and support staff including ~~Licensed School Social Workers, Licensed School Counselors, Licensed School Psychologists, Licensed School Nurses, and Intervention Specialists~~ or equivalent educational support professional staff.

To that end, the parties have agreed to the following:

Each St. Paul Public School serving students in K-12 shall have a Mental Health Support Team. ~~composed of licensed staff and Intervention Specialist or equivalent positions in this bargaining unit.~~

~~Intervention Specialists are educational support professionals who have the most regular direct contact with students. They provide behavioral support for students beyond Tier 1 in a Multi-Tiered System of Support and support re-entry into the classroom by assisting students in assessing their behavior.~~

Both parties agree that Multi-Tiered Systems of Support are proven to be most effective in supporting students.

To achieve fidelity in utilizing MTSS and trauma informed practices to create effective mental health support structures in all SPPS schools, the parties agree to the staffing levels as described in the following subdivisions of this article.

~~In order to properly staff Mental Health Support Teams, additional staff will be hired to create Mental Health Support Teams at each school. Current support in buildings will not be removed or shifted. The parties agree to meet and review the placement of staff, additional staffing will be prioritized for buildings with fewer or no current supports.~~

ARTICLE 22. STUDENT MENTAL HEALTH SUPPORTS (continued)

~~In the 2020-2021 School Year the School District will commit \$4.7 million to hiring additional staff in the following positions:~~

- ~~● Intervention Specialists, each building will have an intervention specialist~~
- ~~● Health Assistants~~
- ~~● General Education Social Workers~~
- ~~● Licensed School Nurses~~
- ~~● School Psychologists~~
- ~~● School Counselors~~

~~Subd. 1. Intervention Specialists. Saint Paul Public Schools will provide Intervention Specialists to support schools by hiring additional intervention specialists. Additional staffing will be based on school needs as recommended by the licensed staff on the mental health team.~~

Subd. **1** ~~2~~. Health Assistants. Beginning in the 2020-2021 school year, SPPS will work toward assigning Health Assistants to assist in covering Health Offices.

SECTION 2. MENTAL HEALTH TRAINING FOR SCSPs AND EAs

The school's Mental Health Support Team will provide mental health and trauma informed training for up to 6 hours throughout the school year. Each site will work to schedule training according to school schedules, site-based needs and in coordination with the building administrator. Participation in training outside of the normal school day will be compensated at the employee's hourly rate of pay or training units can be applied toward educational unit advancement for Educational Assistants, if staff choose to attend without pay.

~~Subd. 1. Intervention Specialist Support. Employees in Intervention Specialist roles will be supported in implementing the tools provided through the onsite training by a licensed Mental Health Support Team member on site who will provide coaching and feedback to employees.~~

Subd. 2. Professional Learning Communities for Educational Assistants ~~Intervention Specialists~~. All employees in an ~~Intervention Specialist~~ **Educational Assistant – Health Assistant** role will have the option of participating in a monthly district wide Professional Learning Community (PLC). Participation in PLCs outside of the normal work day will be compensated at the employee's hourly rate of pay or training units can be applied toward educational unit advancement for Educational Assistants.

The District and the Federation shall meet and confer annually to review supports teams and effectiveness of supports.