

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #5
October 7, 2021**

STUDENT MENTAL HEALTH SUPPORTS

Teacher Contract

ARTICLE 26. 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, Health Assistants and Intervention Specialists or equivalent educational support professional staff.

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

The parties agree that ~~the following~~ Mental Health Support Teams ~~will be~~ **are established at each school in SPPS.** ~~implemented in the 2020-2021, school year.~~ The parties will meet annually to review the implementation status and district hires for that school year and make recommendations for future contracts.

The purpose of each school mental health team will be to:

- **Focus on meeting student needs on the continuum of mental health support: prevention, intervention, and treatment. Mental health teams will support school communities on prevention with social emotional learning and positive behavior strategies; support intervention with small group instruction or other methods; and support treatment by connecting students and families with appropriate community resources.**
- **Facilitate interdisciplinary collaboration, case consultation & communication to maximize effectiveness & efficiency of services to students;**
- **Implement and support interventions for students that reflect best practices in mental health, behavior and social emotional learning;**

- **Make referrals to community mental health services and resources for students and their families;**
- **Provide on-site professional development for other school staff focused on student mental health and trauma informed practices;**
- **Promote a positive message about mental health to decrease stigma and misunderstanding.**

Each St. Paul Public School serving students in K-12 shall have a Mental Health Support Team composed of staff in the following positions. These individual positions will each play a distinct and important role in providing complementary mental health supports to the school as described below.

Licensed School Social Workers: Trained mental health professionals who can assist with mental health concerns, behavior concerns, positive behavioral support, academic and classroom support, consultation with teachers, parents and administrators as well as provide individual and group counseling. School Social Workers have special expertise in understanding family and community systems and linking students and their families with community services essential to promote student success. School Social Workers' training includes specialized preparation in cultural diversity, systems theory and social justice, risk assessment and intervention, consultation and collaboration and clinical intervention strategies to address the social emotional and mental health needs of students.

Licensed School Social Workers assigned to Special Education work specifically with students who have an Individualized Education Program (IEP) to meet their identified needs.

Licensed School Counselors: Professionals who are uniquely qualified to address all students' academic, transition, career and social/emotional development needs by designing, implementing, evaluating and enhancing a comprehensive school counseling program that proactively promotes and enhances student success. The School Counselor will work directly with students and families daily to proactively support mental wellness through classroom lessons for all students, evidence based small group counseling and individual counseling support. In addition, counselors assist in the coordination of post-treatment plans for students and refer students for school or community based mental health support.

Licensed School Psychologists: Highly qualified members of school teams who support students' ability to learn and collaborate with teachers to problem solve and support instruction. They apply expertise in mental health, learning, and behavior, to help children and youth succeed academically, socially, behaviorally, and emotionally. School Psychologists partner with families, teachers, school administrators, and other professionals to help create safe, healthy, and supportive learning environments that strengthen connections between home, school, and the community. School Psychologists receive specialized advanced graduate and postgraduate preparation

that includes coursework and practical experience relevant to both psychology and education.

Licensed School Nurses and Health Aides: Healthcare professionals who understand the link between health and learning. They provide a comprehensive approach to preventing and addressing student health problems, including mental health concerns, that interfere with learning. The school nurse leads change to advance overall health. **School nurses and health aides** collaborate with school staff, students' families, and community members to keep students safe at school and healthy to learn.

Intervention Specialists: 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.

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

~~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~~
- ~~● General Education Social Workers~~
- ~~● Licensed School Nurses~~
- ~~● School Psychologists~~
- ~~● School Counselors~~

The school's Mental Health Support Team will provide support to schools by utilizing a Multi- Tiered System of Support (MTSS). Both parties agree that Multi-Tiered Systems of Support are proven to be most effective in supporting students. Appendix E outlines how each of these roles contributes to a Multi-Tiered System of Support.

Mental Health Support Teams will provide support to schools by:

- **Utilizing a Multi- Tiered System of Support (MTSS);**
- **Scheduling a regular and consistent meeting time during school hours and communicating that time to all staff and administration;**
- **Planning and support implementation of Tier 2 mental health and social emotional, and behavior Interventions;**
- **Provide professional development for school staff (see Section 2, Subd 1);**
- **Use the Tier 2 Tiered Fidelity Inventory (TFI) assessment tool to guide team;**
- **Designate a "case manager" or "main contact" for students discussed;**

- **Utilize and review data sets including student behavior data (for example, SWIS data), attendance, and academics.**

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.

Subd. 1. Licensed School Social Workers. (Move to Article 27. Support for Special Education Student Learning, Section 1: *Special Education: Saint Paul Public Schools will provide School Social Workers for Special Education students who have SSW services on their IEP in accordance to these ranges:*

Elementary: 35 – 40

Middle: 40 - 45

High School: 40 – 45)

Special Education: Saint Paul Public Schools will provide School Social Workers for Special Education students who have SSW services on their IEP per Article 27 Section 1.

General Education: Saint Paul Public Schools will provide School Social Workers for General Education students. **Each building will be assigned a minimum of 0.5 to 1.0 FTE social worker to work with general education students. Buildings with more than 500 students will be assigned additional social workers based on a ratio of 1:500 social workers per student population.**

The District and Federation agree that the ratios for General Education students must meet the needs of the students. The District and Federation acknowledge that the 1:500 ratio will not always be exact in each building but the district as a whole will be staffed to that ratio. Actual assignments of caseloads will be discussed and decided by consensus at the Professional Issue Committee with social worker representatives from both parties.

In addition to staffing levels, it is essential that School Social Workers are able to perform their duties according to their professional training. To ensure this occurs, the parties agree that social workers will have a schedule of when they carry a walkie talkie.

Subd. 2. Licensed School Counselors. Saint Paul Public Schools will provide Licensed School Counselors. **Saint Paul Public Schools will provide a minimum of one Licensed School Counselor at each building. Buildings will be staffed at an approximate ratio of 1:250 as recommended by the American School Counselor Association. Area Learning Centers, alternative schools, and specialized sites will be assigned additional FTE of Licensed School Counselors based on student**

needs. Lead Counselors on Special Assignment and the Director of Office of College and Career Readiness must approve any Licensed School Counselor staffing changes. Principals have the discretion to add additional Licensed School Counselor FTEs as they see fit.

Counselors will provide comprehensive school counseling services for all students. **This includes direct and indirect services in the domains of social-emotional learning, career & post-secondary readiness, and academic achievement.** These **Any** new positions shall not include counselors who have specific job duties such as Early College, Career and Technology Education (CTE), or who are grant-funded.

It is essential that School Counselors are able to perform their duties according to their professional training. To ensure this occurs, the parties have agreed to the following:

- The following duties shall not be assigned to a Licensed School Counselor: ~~Test proctoring,~~ **Test coordination, teaching classes outside of their core counseling curriculum lessons (these lessons should be taught in collaboration with the classroom teacher), substitute teaching, performing master scheduling duties, and clerical work (for example: writing and sending attendance letters, transcript editing). Counselors shall only proctor testing as part of a rotation with other staff.**
- ~~Counselors will have a schedule of when they will be required to carry a walkie talkie.~~ **Counselors should respond to behavior related calls only as a last resort. If it is necessary for them to carry a walkie talkie, their time should be limited.**

Subd. 3. Licensed School Nurses. ~~Saint Paul Public Schools will provide nurses to support coverage in Health Offices.~~ **The District will provide the following minimum staffing in Health Offices for schools:**

- **Elementary: 0.5 FTE Licensed School Nurse (LSN) and a 1.0 Health Aide.**
- **K-8, 6-8, 6-12, and 9-12 Schools: 1.0 FTE Licensed School Nurse and a 1.0 Health Aide.**
- **Schools that provide specialized services will be provided with additional LSN and/or Health Aide staff to meet the needs of students.**

Subd. 4. Licensed School Psychologists. Saint Paul Public Schools will provide Licensed School Psychologists. **The district will maintain a minimum ratio of Licensed School Psychologists to students of 1:700, as recommended by the National Association of School Psychologists practice model.** Licensed School Psychologists assignments will be made by the department.

Subd. 5. Intervention Specialists. Saint Paul Public Schools will provide **the following staffing for Intervention Specialists** ~~by hiring additional intervention specialists~~ **per school:**

- **One (1) intervention specialist at each elementary school at a minimum, schools may request additional intervention specialist staff based on student needs.**
- **One (1) intervention specialist per each grade level for 6-8 grade at K-8 and middle schools.**
- **Two (2) intervention specialists per each grade level for secondary schools with 9-12 grades.**

SECTION 2. MENTAL HEALTH TRAINING FOR ALL TEACHERS

Subd. 1. STUDENT MENTAL HEALTH SUPPORTS/LICENSED EDUCATORS

The School Mental Health Support Team will provide onsite mental health and trauma informed training for ~~up to~~ a **minimum of 6 hours per school year for all staff**. The training will be spread throughout the school year **and can be a combination of formal training and ongoing consultation with individual staff members**. Each site **team** will work to schedule training according to needs, school schedules and in coordination with the building administrator.

SECTION 3. DISTRICT SUPPORT FOR MENTAL HEALTH SUPPORT TEAM MEMBERS

The parties agree to provide support for mental health support team staff and the development of school teams on Staff in the OSS will provide the following supports to school mental health teams:

- **Annual district wide meetings for mental health an ongoing basis. The Office of School Support (OSS) will oversee school mental health teams. teams to share best practices and participate in professional development together;**
- **Meet with and support individual teams in setting up a team structure and meeting protocol;**
- **Coordinate and conduct the Intervention Specialist PLC; and**
- **Communicate and share community resources across the district.**

SECTION 4. PROFESSIONAL ISSUE COMMITTEE REVIEW

The parties agree to discuss and review support for school mental health teams at the Professional Issue Committee meetings regularly. Either party may request

the topic of school mental health teams to be an agenda item for PIC at any monthly meeting.

School and Community Service Professional's and Educational Assistant's Contracts

SCSP: ARTICLE 18. STUDENT MENTAL HEALTH SUPPORTS.

EA: ARTICLE 22. STUDENT MENTAL HEALTH SUPPORTS

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

The parties agree that ~~the following~~ Mental Health Support Teams will be **established at each school in SPPS**. ~~implemented in the 2020-2021, school year.~~ The parties will meet annually to review the implementation status and district hires for that school year and make recommendations for future contracts.

The purpose of each school mental health team will be to:

- **Focus on meeting student needs on the continuum of mental health support: prevention, intervention, and treatment. Mental health teams will support school communities on prevention with social emotional learning and positive behavior strategies; support intervention with small group instruction or other methods; and support treatment by connecting students and families with appropriate community resources.**
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- **Make referrals to community mental health services and resources for students and their families;**

- **Provide on-site professional development for other school staff focused on student mental health and trauma informed practices;**
- **Promote a positive message about mental health to decrease stigma and misunderstanding.**

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

Health Aides: Healthcare professionals who understand the link between health and learning. They provide a comprehensive approach to preventing and addressing student health problems, including mental health concerns, that interfere with learning. Health aides collaborate with school staff, students' families, and community members to keep students safe at school and healthy to learn.

Intervention Specialists: 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. Appendix C outlines how Intervention Specialists or equivalent positions contribute to a Multi-Tiered System of Support.

Mental Health Support Teams will provide support to schools by:

- **Utilizing a Multi- Tiered System of Support (MTSS);**
- **Scheduling a regular and consistent meeting time during school hours and communicating that time to all staff and administration;**
- **Planning and support implementation of Tier 2 mental health and social emotional, and behavior Interventions;**
- **Provide professional development for school staff (see Section 2, Subd 1);**
- **Use the Tier 2 Tiered Fidelity Inventory (TFI) assessment tool to guide team;**
- **Designate a “case manager” or “main contact” for students discussed;**
- **Utilize and review data sets including student behavior data (for example, SWIS data), attendance, and academics.**

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.~~

~~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~~
- ~~● General Education Social Workers~~
- ~~● Licensed School Nurses~~
- ~~● School Psychologists~~
- ~~● School Counselors~~

Subd. 1. Health Assistants. **The District will provide the following minimum staffing in Health Offices for schools:**

- **Elementary: 0.5 FTE Licensed School Nurse (LSN) and a 1.0 Health Aide.**
- **K-8, 6-8, 6-12, and 9-12 Schools: 1.0 FTE Licensed School Nurse and a 1.0 Health Aide.**
- **Schools that provide specialized services will be provided with additional LSN and/or Health Aide staff to meet the needs of students.**

Subd. 2. 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. Saint Paul Public Schools will provide the following staffing for Intervention Specialists by hiring additional intervention specialists. per school:~~

- **One (1) intervention specialist at each elementary school minimum, schools may choose to add additional staffing based on needs.**
- **One (1) intervention specialist per each grade level for 6-8 grade at K-8 and middle schools.**
- **Two (2) intervention specialists per each grade level for secondary schools with 9-12 grades.**

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 their first year** 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~~ **consultation** to employees.

Subd. 2. Professional Learning Communities for Intervention Specialists. All employees in an Intervention Specialist role will have the option of participating in a monthly district wide Professional Learning Community (PLC). **All efforts will be made to have PLCs scheduled during the workday.** 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.

Subd. 3. Non-violent Crisis Intervention Training. The district will provide NVC training to all intervention specialists.

SECTION 3. DISTRICT SUPPORT FOR MENTAL HEALTH SUPPORT TEAM MEMBERS

The parties agree to provide support for mental health support team staff and the development of school teams on an ongoing basis. The Office of School Support (OSS) will oversee school mental health teams. Staff in the OSS will provide the following supports to school mental health teams:

- **Annual district wide meetings for mental health teams to share best practices and participate in professional development together;**
- **Meet with and support individual teams in setting up a team structure and meeting protocol;**
- **Coordinate and conduct the Intervention Specialist PLC; and**
- **Communicate and share community resources across the district.**