



SAINT PAUL FEDERATION
OF EDUCATORS LOCAL 28

CONTRACT UPDATE

QUICK UPDATES

Your SPFE bargaining team met with the district on November 18 to present the following proposals:

Wages and Benefits:

- Across the board increase of 2.5 percent in year one and two.
- Increased employer contribution to employee healthcare.
- Change open enrollment so that employees are automatically reenrolled in healthcare each school year unless they indicate a change.
- Increased employer contribution to employee 403b by \$500.
- EAs to be moved to the EA2 pay scale. EA2s move one lane forward.
- Teacher loss of prep pay increases from \$35-\$50 if a teacher loses a prep period and other Appendix D increases.

Appendix C—Extracurricular Assignment Stipends: We are proposing a new stipend system that takes into account the time required and number of events for extracurricular work.

Loss of Preparation Time: Prep pay to be paid in 15-minute increments to avoid losing prep pay because of non-hourly block of prep time.

Summer School/ESY Pay: Increased rates for Summer School and Extended School Year (ESY) work including additional paid time for ESY additional planning time.

Site Equity LEADS: Collaborate with the Office of Equity to select pilot sites where staff can become equity leads to offer PD focused on race and gender equity and support colleagues at their school.

Simultaneous Teaching: The district has indicated a future move to offer online secondary courses for in-person students. This language is to ensure teachers offering online courses have additional prep time and aren't required to teach simultaneous, in person, and online.

School and Community Service Professional Proposals:

- Giving intervention specialist 1 hour of uninterrupted time to work on Office Discipline Referrals (ODR) forms, so that they don't have to complete them after work hours.
- If 10-month employee elects to get 12 equal paychecks, the district pays them a lower hourly rate for supplemental pay because their salary is stretched out over 12 months instead of 10. We are proposing their hourly rate for supplemental pay should be based on salary and 10 months of employment.

At the November 18th bargaining session, the District presented 16 proposals listed below:

Licensed Staff:

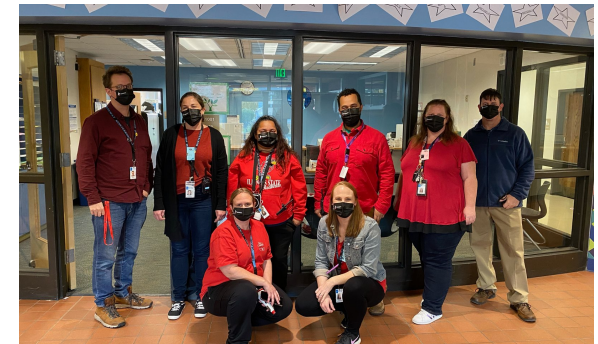
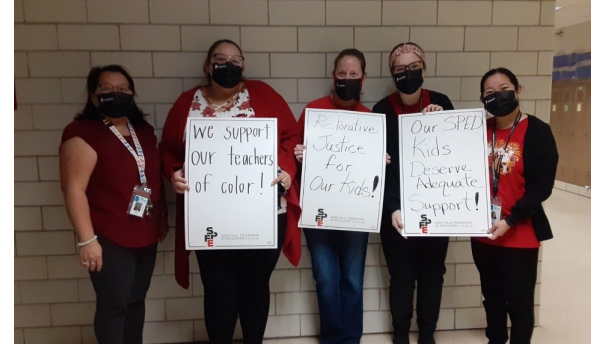
- Appendix E
- Appendix C (clarification)
- ABE MOU

Educational Assistants:

- School Redesign Language
- Duty Day Language (Clarification)

All district proposals can be found at: spfe28.org/proposals

#WeAreSPFE



Don't forget to email us your pictures wearing red! Email them to leah@spfe28.org

All proposals can be found on our website at: spfe28.org/proposals

SAVES THE DATES!

THURSDAYS: WEAR RED!

**MEMBERSHIP MEETING/ALL
CAT MEETING**

MONDAY, NOVEMBER 29TH
5:00PM

AREA CAT LEAD MEETING

THURSDAY, DECEMBER 9TH
5:00PM

BARGAINING SESSION

THURSDAY, DECEMBER 2ND
4:30PM

ENVISION SPFS VOTE

WEDNESDAY, DECEMBER 1ST
5:30PM @360 COLBORNE

All meetings are held via zoom

NOVEMBER 18TH CONTRACT UPDATE

On November 18, your SPFE bargaining team submitted our compensation package to the district negotiations team. This includes a 2.5 percent across the board wage increase for year one and 2.5 percent across the board wage increase for year two of the contract. We are proposing that the EA1 pay scale is eliminated and that EAs move onto the EA2 scale and that EA2s move one lane in addition to a 2.5% schedule increase.

SPFE treasurer and Ramsey Middle School teacher Todd Marder, testified to educators increased stress as the pandemic continues to disrupt and cause harm and how SPPS can use federal funds (from the \$207 in American Rescue Plan funds coming in) to invest in educators by increasing pay for educators.

We are also proposing that the district increase contributions to SPFE members' health care and 403b plans. Additionally, to streamline and make the healthcare enrollment process more efficient for educators, we proposed that in a new year, unless educators indicate they want to change their health care, they will be reenrolled automatically.

We proposed additional adjustments and increases to compensation for additional work and responsibilities. Stipends for extracurricular activities have long needed updating, so the SPFE team is proposing a pay system formula for athletics, theater and arts that includes base pay, and then takes into account time required for the activity.

We submitted proposals for raising pay for Summer School and Extended School Year assignments and adding paid time for Special Education educators to manage additional preparation and paperwork. Another proposal is for prep time pay to be tracked in 15-minute increments so that if a period is anything other than one hour, teachers will be paid for their time. And if a teacher loses their prep period, their compensation increases to \$50 per hour.

We proposed more support and resources for SPFE educators in various areas. The SPFE team submitted a proposal that if an online course is offered in the district (for example an elective), the teacher will have protections against being asked to teach online and in person simultaneously and given additional prep time.

We proposed language for our intervention specialists; that they have one hour of uninterrupted time to work on Office Discipline Referrals (ODR) forms, so that they don't have to complete them after work hours. Intervention specialist Rene Meyers testified to being so busy with students during the school day that she has to bring home ODR forms and spend hours completing them on unpaid time.

To support our commitment to anti-racism and equity in schools, we are proposing SPPS pilot sites where a teacher becomes an equity LEAD and offers PD on racial and gender equity and is available to support their colleagues. This program would have educators work with the Department of Equity and would need support and funding for training from SPPS.

SPPS proposed adding workdays to the EA contract year, but not a specified number of days or who would get additional days or when those days of work would occur. They also proposed to eliminate the school redesign language, Appendix E, and the Adult Basic Education MOU.



"Educators are burned out, including our EAs, many of whom are BIPOC and/or speak the same languages as our students. Now is the time for SPPS to show non-licensed staff that it values and believes in them. We are not asking for a pat on the back, or platitudes, or a thank you. We know that students have lost so much from a year and a half of distance learning, and that this federal funding requires some investment in making up that lost ground. But the ARP funds can also be used as an investment in educators. We are asking to be fairly compensated as an authentic recognition from District leadership that educators are the backbone of this system."

Todd Marder | Science Teacher | Ramsey Middle School