



SAINT PAUL FEDERATION  
OF EDUCATORS LOCAL 28

## QUICK UPDATES

Your SPFE bargaining team met with the district on November 4th to present the following proposals:

1. Limits on Special Education (SPED) caseloads, additional resources for itinerant SPED teachers and recognition for EA's who interpret American Sign Language (ASL) for SPED students.
2. Resources for restorative practices, including funding beyond the initial three-year grant for the pilot schools that want to continue, expanding from one to two SPPS restorative practices coordinators and support for additional sites that want to do restorative practices.
3. Added protections and district commitment to recruit and retain Black, Indigenous, People of Color (BIPOC) Educators
4. A \$500 classroom budget for teachers at the beginning of each school year.
5. Additional pay for teachers who are required to attend more than four before or after school meetings.

At the November 4th bargaining session, the District presented 16 proposals listed below:

### Educational Assistants

1. Professional Development Alignment for Discovery Club
2. Schedule for Early Childhood Family Education (ECFE) EAs
3. Health Insurance: Move to Cafeteria Plan
4. ASL Interpreter Prep Time
5. Basic Pay Rates
6. July 4th as Paid Holiday
7. Appendix C
8. Discovery Club EA Transfer Language

### School and Community Service Professionals

1. Remove Non-SCSP Language
2. Delete Obsolete Language
3. Delete Married Couple Provision
4. Appendix C
5. 21 Paychecks

### Licensed Staff

1. Seniority back to SPFE
2. ECFE Teacher Planning Time
3. Pre-K Teacher Conference Time

All district proposals can be found at: [spfe28.org/proposals](https://spfe28.org/proposals)

## NOVEMBER 4TH CONTRACT UPDATE

On November 4th, your SPFE bargaining team met with the district for the third negotiations for this round. There were 60 CAT members, stewards, and general members observing.

### **Special Education (SPED) Proposal**

On November 4, the SPFE bargaining team proposed additional language on special education workload limits. This round we are proposing to do a weighted system for caseloads for teachers who serve Fed 1 and 2 students based on service minutes. We will continue with our special education workload groups to advocate for decreasing the workload for all special education teachers and service providers.

We also submitted a proposal to create a workload calculator for itinerant SPED teachers to ensure a manageable workload and time for travel and meetings, including reserve parking spots, a dedicated office space at one location, clear start and end times, and appropriate travel times.

**#WeAreSPFE**

# CONTRACT UPDATE



**Don't forget to email us your pictures wearing red! Email them to [leah@spfe28.org](mailto:leah@spfe28.org)**

**All proposals can be found on our website at: [spfe28.org/proposals](https://spfe28.org/proposals)**

## **SAVES THE DATES!**

**THURSDAYS: WEAR RED!**

### **MEMBERSHIP MEETING**

MONDAY, NOVEMBER 29TH  
5:00PM

### **AREA CAT LEAD MEETING**

THURSDAY, NOVEMBER 11TH  
5:00PM

### **ALL CAT MEETING**

MONDAY, NOVEMBER 29TH  
6:30PM

### **BARGAINING SESSION**

THURSDAY, NOVEMBER 18TH  
5:00PM

### **ENVISION SPPS VOTE**

TUESDAY, NOVEMBER 16TH  
5:30PM @360 COLBORNE

**All meetings are held via zoom**

For our EAs who do ASL interpreting for SPED we are proposing language to cover professional development and to recognize their EIPA certification.

**BIPOC Educators Recruitment and Retention**

We shared proposals focused on the recruiting and retaining Black, Indigenous, People of Color (BIPOC) educators. One proposal improves language we won last round about members who become licensed from an EA or SCSP being able to leverage their seniority from previous units once they achieve tenure so they can apply some of their previous seniority to their position in the licensed contract.

Another proposal is for all BIPOC staff who are "cut" from a position or school to retain those rights over another member who is not BIPOC to allow relationships to flourish and remain consistent whenever possible.

Our Educator Restoration proposal is a chance for SPFE and SPPS to offer our BIPOC members who leave SPPS, either through voluntary or involuntary means, an exit interview.

**Restorative Practices**

We shared proposals for additional resources for Restorative Practices in schools. We want an ongoing financial commitment to schools that were pilot sites for restorative practices to continue beyond the initial three-year grant. We also proposed expanding the current district-wide Restorative Practices Coordinator position from one to two full-time SCSP positions because they are supporting more than 20 sites.

**District Proposals**

The District had 24 proposals ready to present. Due to not having enough time the district was only able to present 16 of their 24 proposals. Many of these proposals the district refers to as "basic" contract language clean up. However, there are some proposals that will require closer review. Those include the district proposal to eliminate the married couple provision for health insurance coverage when both partners work for SPPS, the proposal to move EAs onto a cafeteria benefit plan, and changes to ECFE teacher prep time.

**Here are some photos from the Thursday 11/4 mask action!**



**"The reason I became a teacher is because, as a former ESL student in SPPS myself, I wanted to give back to my community. I was overjoyed to learn about our proposal that allows EA's and ESP's who become licensed staff to build on their credits once they complete tenure. My seven years as an EA equipped me with valuable experience that I bring with me as a teacher."**

Lighter Moo | ELL Teacher | Washington Tech Magnet School