

**DISTRICT - Saint Paul Public Schools
PROPOSAL #4_EDUCATIONAL ASSISTANTS
October 28, 2021**

District proposes language to have professional development time better align with service models for Discovery Club.

21.2 Professional Development Days. The District and Federation jointly affirm the need and importance of staff development for educational assistants. In order for educational assistants to be partners in education, it is important that they are included in meaningful and inclusive staff development opportunities. Therefore, the parties agree to work together to discuss training topics and plan two Educational Assistant professional development days each school year: one (1) opening week and one (1) in the spring. The District and Federation agree that sufficient funding must be available to support any external costs for these professional development days. The District will be responsible for securing these funds.

The topics may include, but are not limited to:

- Leadership skills
- Effective problem solving
- Effective strategies to address racial disparities
- Family engagement training
- Positive behavior strategies
- Contract language
- Members rights to union representation

Individuals that will be required to attend are members of the EA bargaining unit unless other professional development is planned by their site administrator.

The trainings will be planned and organized by the SPFT EA members with assistance by SPPS staff for permits, location and necessary logistics. These trainings will be held during non-student contact days.

Discovery Club will offer at least the equivalent of the district EA professional development requirements, but will do so at times that do not disrupt or supersede student programming time. Professional development will be paid time and will not result in additional or replacement planning or prep time. Professional development offerings will align with regulating partner Department of Human Services requirements.