

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL # 08
October 28, 2021**

BIPOC Educator Retention

**Licensed Staff Contract
EA Contract
SCSP Contract**

[New Article]

The Federation and the District share the desire to increase and retain a higher proportion of Educators of Color serving and building strong, consistent and meaningful relationships with our students. When any educator must be removed from the district due to layoff or budgetary non-renewal, Educators of Color will be retained even when they have probationary status or less seniority than white educators in that license area.

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Licensed Staff Contract

BIPOC Educator Retention

Article 15. Section 1, Subd. 4

If one or more positions previously closed in a school, department or program are reopened prior to the first duty day for teachers in the school year, teachers with the most seniority who were previously required to leave that school, department or program shall have the option of returning to that assignment **even if they have secured another position through Interview and Select. When the displaced educator is an Educator of Color, they will have prioritized rights to recall over more senior white educators.** This provision shall apply only if the teacher can be contacted by the Human Resource Department. Such option must be exercised by the teacher at the time the Human Resource Department contacts the teacher. The same return option may apply through the first full week in September, subject to the consent of the receiving supervisor.

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**BIPOC Educator Retention
Licensed Staff Contract**

Article 20. Section 4.1

Prior to the start of each school year, PAR educators shall be identified and trained, although not necessarily released from normal classroom duties full-time. Probationary and

tenured teachers in the PAR program shall have access to a PAR educator in their license

area upon availability. **If a teacher of color requests a PAR educator of color, they shall have access to one, subject to availability.**

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**Educational Assistants Contract
BIPOC Educator Retention**

ARTICLE 28. DISTRICT SPONSORED EDUCATOR LICENSURE PROGRAMS

Employees who resign from a bargaining unit position to participate in a St. Paul Public Schools sponsored educator licensure program (such as the St. Paul Urban Teacher Residency program), **or who, while simultaneously working in the district, earn a licensure through an accredited program**, will have rights back to an appropriate vacancy into the originating bargaining unit if the employee chooses to leave the program before completion, if the educator is denied a licensed position in Saint Paul Public Schools, or if an educator is denied tenure in St. Paul Public Schools after completion of the program. An educator who returns shall retain all rights of seniority, benefits, and progression on the salary schedule as though working during the period they participated in the program. Credits completed as a part of the program shall be considered as pre-approved by the district for purposes of lane changes. As additional educator Licensure programs are being considered by SPPS, the Federation and the District will meet and confer, before implementation, to ensure that members are able to return to their prior unit.

Credit for experience as an Educational Support Professional (ESP):

Educators hired into the Licensed Staff Contract with previous experience earned in employment with the Saint Paul Public Schools as an Educational Assistant shall be credited at the rate of (1) year credit for each two (2) full years of employment in the district up to a maximum of ten (10) years credit, provided this experience is gained in the preceding twenty (20) years, once tenure has been achieved. If the license area is not one where tenure can be achieved (i.e. school nurse), the credit for employment in the district shall apply after (3) three years of employment in the licensed area.

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**School and Community Support Professionals
BIPOC Educator Retention**

ARTICLE 20. DISTRICT SPONSORED EDUCATOR LICENSURE PROGRAMS

Employees who resign from a bargaining unit position to participate in a St. Paul Public Schools sponsored educator licensure program (such as the St. Paul Urban Teacher Residency program) **or who, while simultaneously working in the district, earn a licensure through an accredited program**, will have rights back to an appropriate vacancy into the originating bargaining unit if the employee chooses to leave the program before completion, if the educator is denied a licensed position in Saint Paul Public Schools, or if an educator is denied tenure in St. Paul Public Schools after completion of the program. An educator who returns shall retain all rights of seniority, benefits, and progression on the salary schedule as though working during the period they participated in the program. Credits completed as a part of the program shall be considered as pre-approved by the district for purposes of lane changes. As additional educator licensure programs are being considered by SPPS, the Federation and the District will meet and confer, before implementation, to ensure that members are able to return to their prior unit.

Credit for experience as an Educational Support Professional (ESP):

Educators hired into the Licensed Staff Contract with previous experience earned in employment with the Saint Paul Public Schools as a School and Community Support Professional shall be credited at the rate of (1) year credit for each two (2) full years of employment in the district up to a maximum of ten (10) years credit, provided this experience is gained in the preceding twenty (20) years, once tenure has been achieved. If the license area is not one where tenure can be achieved (i.e. school nurse), the credit for employment in the district shall apply after (3) three years of employment in the licensed area.

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Credit for experience as an Educational Support Professional (ESP):

Educators hired into the Licensed Staff Contract with previous experience earned in employment with the Saint Paul Public Schools as a School and Community Support Professional shall be credited at the rate of (1) year credit for each two (2) full years of employment in the district up to a maximum of ten (10) years credit, provided this experience is gained in the preceding twenty (20) years, once tenure has been achieved. If the license area is not one where tenure can be achieved (i.e. school nurse), the credit for employment in the district shall apply after (3) three years of employment in the licensed area.