



SAINT PAUL FEDERATION
OF EDUCATORS LOCAL 28

CONTRACT UPDATE

New SPFE Proposals:

On 12/2 we met and shared a proposal to make Juneteenth a holiday for 12-month staff. We also proposed deadlines and specifics for onboarding new employees, and presented for EAs who become SCSPs to get seniority credit.

District wants to eliminate recess language:

The district answered our questions about several proposals including one that would remove guaranteed recess from our contract. The district's bargaining team asserted they want more flexibility and think issues around loss of recess time should be dealt with on a school by school basis. The District offered conflicting justifications including that they may need to use the time for learning instead. They also asserted that recess, and loss of recess, does not affect educators.

SPFE bargaining team members testified that teachers often supervise recess and lunch, especially during the pandemic, and when recess time is reduced or lost, how it negatively impacts students' learning. René, a Behavior Intervention Specialist, shared that when students don't have recess the need for behavior interventions go up. Bargaining team members testified to how hard it is to protect recess and that it was more challenging before we had the contract language protecting recess.

District proposes eliminating 26 equal paychecks:

We also asked questions about the district proposals to eliminate equal paychecks and 26 paychecks. We raised that it would create additional confusion for staff and asked why couldn't have the choice between 21 and 26 pay schedules. The district continued to contend that our members do not understand payroll and that eliminating 26 paychecks would resolve the number of questions that payroll gets asked and the time they spend answering those questions.

District no longer wants married couple health insurance benefit:

The bargaining team challenged the district's proposal to eliminate the married couple health insurance benefit. District representatives offered SPFE the incentive that the cost savings could go into other SPFE contract proposals despite the fact that this "savings" would just be moving the cost of health insurance onto those SPFE members who could lose the benefit. The district said their reasoning for making both of these proposals is so they can "streamline" HR processes and create "alignment" across the district with benefits.

Once again, the district is trying to divide our union and bargain separately with each bargaining unit. This time they are requesting different mediation times for our units. Their aim is to weaken our power in advocating for our students, schools, and members. We oppose this and will continue to have one united team for our 3 bargaining units so together we can fight for the Schools Saint Paul Students Deserve.

Next steps:

On December 16, we will be having walk-ins at buildings to show SPPS that even though they are saying no and ignoring us, we are ready to fight for our core demands which include: mental health teams at every school, smaller class sizes, hiring more educators of color, more bilingual and multilingual staff, smaller caseloads and more support for special education teachers. Be sure to talk to your building CAT leader and steward to get involved!

As we move into mediation, your bargaining team is working out details to have a live update session at the conclusion of each mediation session. Watch your email for more details soon.

On the back page, you will see a summary chart of the proposals that your SPFE bargaining team has proposed. If you'd like to see more detailed information visit www.spfe28.org/proposals and click on the link that says "Find the most up-to-date information about our contract proposals here."

All district counters and proposals can be found at: www.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!

AREA CAT LEAD MEETING

THURSDAY, DECEMBER

9TH

5:00PM

WALK-INS

THURSDAY, DECEMBER

16TH

BEFORE SCHOOL AT YOUR
SITE

All meetings are held via zoom

| Proposal Number | Proposal Title | Contract Affected | Date Presented | Summary |
|-----------------|--|-------------------|----------------|--|
| 1 | Class Size | Licensed | 9/23 | We are proposing the class size MOU becomes permanent contract language, and a reduction of all class size numbers by 2 students, with a further reduction in class size caps for students in Grades 9 and 10. |
| 2 | Technology for All | EA & SCSP | 9/23 | EAs and SCSPs who regularly communicate with families be provided a district cell phone or be reimbursed for use of their personal phones, and all EAs and SCSPs be issued a district laptop. |
| 3 | EA Personal Days | EA | 9/23 | EAs get 5 personal days to be in parity with our teacher licensed staff and SCSP contracts. |
| 4 | Caucus/Election Night | EA | 9/23 | We are proposing hourly EAs who teach evening classes they get paid their regularly scheduled hours for these types of cancellations. |
| 5 | Student Mental Health Support | All Contracts | 10/7 | The pandemic disrupted the implementation of these teams, so we are proposing some additional language to clarify their roles and the district's role in supporting their work. Adding more school psychologists to meet the national board standards. |
| 6 | Multilingual Staffing | All Contracts | 10/7 | The aim of this proposal is to further increase multilingual staff in the district by adding additional EA and SCSP multilingual staff in roles that are supporting students and families. |
| 7 | Building Substitutes | Licensed | 10/7 | Buildings that are assigned a building substitute will maintain that building substitute for future school years when they being utilized 50 or more times by spring break. |
| 8 | BIPOC Recruitment & Retention | All Contracts | 11/4 | BIPOC SPFE members who are "cut" from their position or school to retain rights over another member who is not BIPOC to help keep representation in buildings for our students. EAs who complete their tenure when they move to the licensed staff bargaining unit they could get seniority credit. Educators of color going through PAR could request a PAR coach of color. |
| 9 | SPED Package | Licensed & EA | 11/4 | We are proposing to do a weighted system for caseloads of Fed 1 and 2 students based on service minutes. We are also proposing that we create a workload calculator for itinerant SPED teachers to ensure a manageable workload and time for travel and meetings. For our EAs who do ASL interpreting for SPED we are proposing language to cover professional development and to recognize the EIPA certification. |
| 10 | Restorative Practices | All Contracts | 11/4 | We propose expanding the current district-wide Restorative Practices Coordinator position to 2 full time SCSP positions. Support for sites wanting to continue RP work would include funding that could be used to keep their RP coordinator or provide professional development for staff. |
| 11 | Additional Meetings | Licensed | 11/4 | Compensation for teachers who are required to attend more than 4 principal-directed meetings a month. |
| 12 | Classroom Budget | Licensed | 11/18 | Provide classroom teachers and service providers an annual budget of \$500 minimum to purchase materials and resources for their classroom and students |
| 13 | SCSP Suite | SCSP | 11/18 | Adding paperwork days for Behavior Intervention Specialists, adding language about equal paychecks, and cleaning up language surrounding vacation. |
| 14 | Simultaneous Teaching & Online Courses | Licensed | 11/8 | This language is to ensure teachers offering online courses have additional prep time and aren't required to teach simultaneously, in person, and online. |
| 15 | Equity PD & Building Leaders | All Contracts | 11/8 | 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. |
| 16 | Schedule C | Licensed | 11/8 | We are proposing a new stipend system that takes into account the time required and number of events for extracurricular work. |
| 17 | Summer School Pay | Licensed & EA | 11/18 | Increased rates for Summer School and Extended School Year (ESY) work including additional paid time for ESY additional planning time. |
| 18 | Wages and Benefits | All Contracts | 11/18 | Across the board increase of 2.5 % in year one and two. Increased employer contribution to employee healthcare. Change open enrollment so that employees are automatically reenrolled each year unless they indicate a change. Increased employer contribution to employee 403b by \$500. EA1s to be moved to the EA2 pay scale. EA2s move one lane forward. Teacher loss of prep pay increases from \$35-\$50 and other Appendix D increases. |
| 19 | Loss of Prep Time | Licensed | 11/18 | Prep pay to be paid in 15-minute increments to avoid losing prep pay because of non-hourly block of prep time. |
| 20 | Onboarding | All Contracts | 12/2 | Add language about what new employees should be given throughout the onboarding process, and guarantee SPFE orientation time. |
| 21 | Juneteenth | All Contracts | 12/2 | Add Juneteenth as a a paid holiday for 12 month employees. |
| 22 | SCSP Seniority | SCSP | 12/2 | Upon completion of probation period, EAs that move to SCSP bargaining unit will get credit for seniority based upon years of service in the district. |