

**DISTRICT - Saint Paul Public Schools
PROPOSAL #23_TEACHERS
November 18, 2021**

The District proposes to delete this article. The timeline for this article has expired. Staffing levels and budgetary decisions are the purview of the District and are management rights under PELRA. The work that employees perform is a decision of the District as are the job descriptions associated with a position.

ARTICLE 26. STUDENT MENTAL HEALTH SUPPORTS

SECTION 1. STUDENT MENTAL HEALTH SUPPORTS

The District and the Federation agree that supporting student mental health in St. Paul is a critical step to addressing the predictability of disparities by race, socioeconomic status, and disability, and will accelerate learning and achievement for all students.

Student mental health needs are best served when the school community is supported by a team of trained professionals and support staff including Licensed School Social Workers, Licensed School Counselors, Licensed School Psychologists, Licensed School Nurses, Health Assistants and Intervention Specialists or equivalent educational support professional staff.

To that end, the parties have agreed to the following:

The parties agree that the following Mental Health Support Teams will be implemented in the 2020-2021, school year: The parties will meet annually to review the implementation status and district hires for that school year and make recommendations for future contracts.

Each St. Paul Public School serving students in K-12 shall have a Mental Health Support Team composed of staff in the following positions. These individual positions will each play a distinct and important role in providing complementary mental health supports to the school as described below.

Licensed School Social Workers: Trained mental health professionals who can assist with mental health concerns, behavior concerns, positive behavioral support, academic and classroom support, consultation with teachers, parents and administrators as well as provide individual and group counseling. School Social Workers have special expertise in understanding family and community systems and linking students and their families with community services essential to promote student success. School Social Workers' training includes specialized preparation in cultural diversity, systems theory and social justice, risk assessment and intervention, consultation and collaboration and clinical intervention strategies to address the social emotional and mental health needs of students.

Licensed School Social Workers assigned to Special Education work specifically with students who have an Individualized Education Program (IEP) to meet their identified needs.

Licensed School Counselors: Professionals who are uniquely qualified to address all students' academic, transition, career and social/emotional development needs by designing, implementing, evaluating and enhancing a comprehensive school counseling program that proactively promotes and enhances student success. The School Counselor will work directly with students and families daily to proactively support mental wellness through classroom lessons for all students, evidence based small group counseling and individual counseling support. In addition, counselors assist in the coordination of post-treatment plans for students and refer students for school or community based mental health support.

Licensed School Psychologists: Highly qualified members of school teams who support students' ability to learn and collaborate with teachers to problem solve and support instruction. They apply expertise in mental health, learning, and behavior, to help children and youth succeed academically, socially, behaviorally, and emotionally. School Psychologists partner with families, teachers, school administrators, and other professionals to help create safe, healthy, and supportive learning environments that strengthen connections between home, school, and the community. School Psychologists receive specialized advanced graduate and post graduate preparation that includes coursework and practical experience relevant to both psychology and education.

ARTICLE 26. STUDENT MENTAL HEALTH SUPPORTS (continued)
SECTION 1. STUDENT MENTAL HEALTH SUPPORTS (continued)

In order to properly staff Mental Health Support Teams, additional staff will be hired to create Mental Health Support Teams at each school. Current support in buildings will not be removed or shifted. The parties agree to meet and review the placement of staff, additional staffing will be prioritized for buildings with fewer or no current supports.

In the 2020-2021 School Year the School District will commit \$4.7 million to hiring additional staff in the following positions:

- Intervention Specialists, each building will have an intervention specialist
- General Education Social Workers
- Licensed School Nurses
- School Psychologists
- School Counselors

Licensed School Nurses: Healthcare professionals who understand the link between health and learning. They provide a comprehensive approach to preventing and addressing student health problems, including mental health concerns, that interfere with learning. The school nurse leads change to advance overall health and collaborates with school staff, students' families, and community members to keep students safe at school and healthy to learn.

Intervention Specialists: Educational support professionals who have the most regular direct contact with students. They provide behavioral support for students beyond Tier 1 in a Multi-Tiered System of Support and support re-entry into the classroom by assisting students in assessing their behavior.

The school's Mental Health Support Team will provide support to schools by utilizing a Multi-Tiered System of Support (MTSS). Both parties agree that Multi-Tiered Systems of Support are proven to be most effective in supporting students. Appendix E outlines how each of these roles contributes to a Multi-Tiered System of Support.

To achieve fidelity in utilizing MTSS and trauma informed practices to create effective mental health support structures in all SPPS schools, the parties agree to the staffing levels as described in the following subdivisions of this article.

Subd. 1. Licensed School Social Workers. Special Education: Saint Paul Public Schools will provide School Social Workers for Special Education students who have SSW services on their IEP in accordance to these ranges:

Elementary: 35 - 40
Middle: 40 - 45
High School: 40 - 45

General Education: Saint Paul Public Schools will provide School Social Workers for General Education students.

In addition to staffing levels, it is essential that School Social Workers are able to perform their duties according to their professional training. To ensure this occurs, the parties agree that social workers will have a schedule of when they carry a walkie talkie.

ARTICLE 26. STUDENT MENTAL HEALTH SUPPORTS (continued)
SECTION 1. STUDENT MENTAL HEALTH SUPPORTS (continued)

Subd. 2. Licensed School Counselors. Saint Paul Public Schools will provide Licensed School Counselors.

Counselors will provide comprehensive school counseling services for all students. These new positions shall not include counselors who have specific job duties such as Early College, Career and Technology Education (CTE), or who are grant-funded.

It is essential that School Counselors are able to perform their duties according to their professional training. To ensure this occurs, the parties have agreed to the following:

- The following duties shall not be assigned to a Licensed School Counselor: Test proctoring, teaching prep classes, substitute teaching, master scheduling, and clerical work.
- Counselors will have a schedule of when they will be required to carry a walkie talkie.

Subd. 3. Licensed School Nurses. Saint Paul Public Schools will provide nurses to support coverage in Health Offices

Subd. 4. Licensed School Psychologists. Saint Paul Public Schools will provide Licensed School Psychologists Licensed School Psychologists assignments will be made by the department.

Subd. 5. Intervention Specialists. Saint Paul Public Schools will provide Intervention Specialists by hiring additional intervention specialists.

SECTION 2. MENTAL HEALTH TRAINING FOR ALL TEACHERS

Subd. 1. STUDENT MENTAL HEALTH SUPPORTS/LICENSED EDUCATORS

The School Mental Health Support Team will provide onsite mental health and trauma informed training for up to 6 hours per school year. The training will be spread out throughout the school year. Each site will work to schedule training according to school schedules, needs and in coordination with the building administrator.