On Thursday 11/16/23 the SPFE Bargaining Team met with SPPS District Management to present our proposals for class size, sabbatical leave, schedule C, PD facilitation rates of pay, SCSP Improvement Plan Process and member’s rights with oral reprimands.

We had over 30 members attend via Zoom (we are able to stream on Zoom when at SPFE) and 30 CAT in the audience at SPFE. We also had a school board elect member attend and an ECSE teacher from Minneapolis there in solidarity.

Tuesday Rally at the School Board
About 200 SPFE members and their family members attended a Rally at 360 Colborne to call on SPPS District Management and the SPPS School Board to come to the bargaining table with solutions and counters to our proposals. This was the first organized action by our CAT this year.

Shoutout to Adams, Murray and Harding for having the highest turnout for elementary, middle and high school!

Married Couple Cafeteria Benefit Win
On 11/2, SPPS proposed to end what they see as a past practice of financially contributing to the cafeteria plan when a member married to another SPPS employee waives their coverage.

This week, we got word from the district’s negotiations team that they do not plan to implement this change until January 1, 2025. Hooray! That means we now need to turn our attention to winning language through bargaining that makes sure it’s crystal clear that the financial contribution stays into the future – so stay tuned for additional actions we will need to take and opportunities to support.
SPFE BARGAINING UPDATES

SPPS Management Responses

On Thursday 11/16, SPPS District Management stated they would share 6 responses to our SPFE proposals on Restorative Practices, Mental Health Teams, Mentorship, MTSS, Due Process Support, and Healthy Green Schools.

However, SPPS District Management only shared responses for Restorative Practices and Mental Health Teams. In their response, SPPS stated they “declined” the proposal. They did not prepare an actual counter that would allow for conversation and negotiation. SPFE continues to bring potential solutions to the table. We are waiting for SPPS to do the same.

SPPS Finances: A Quick History of the General Fund

SPFE has reviewed the District audited financial reports from 2018-2022. For each of those years, the District has “forecasted”, or projected, a multi-million dollar budget shortfall, or deficit. Instead, each year the District has ended up with surplus of millions of dollars, or a positive “net” amount. This shows us that for every year since 2018, the District states there will be a significant budget shortfall or “cliff” but that projection does not come true. There are millions of dollars remaining in the general fund each year. See below for exact numbers, which are taken from the SPPS audited financials, available on spps.org.

SPFE is awaiting the financial audited report for Fiscal Year 2023. That will be available in late December-early January. We will carefully review this data and share with members. Additional resources for learning about district finances will be available soon!

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**Forecast:** What the District projected as a their budget deficit  
**Net:** What the District actually had leftover as a surplus

www.spfe28.org