



Contract Update

Saint Paul Federation of Teachers

September 28, 2017

Bargaining Begins

SPFT's bargaining team sat down with the district on Thursday evening at Ben E. Mays Elementary School. SPFT brought one proposal forward on Thursday, asking the district to work with us to seek additional sources of revenue for our public schools. The district brought a strategic document, outlining their approach to bargaining.

SPFT Asks District to Collaborate

State funding for public education continues to decline in Minnesota while students and educators are being asked to do more with less. At the same time, wealthy Minnesota corporations and large nonprofits take advantage of tax loopholes, offshore tax havens, and laws shielding nonprofits from paying taxes to grow wealthier. SPFT believes that we have to address these funding shortfalls if we are going to achieve the schools Saint Paul students deserve.

SPFT asked the district to work with us in three areas:

1. Negotiate with large corporations who avoid paying millions in taxes.
2. Seek payments in lieu of taxes (PILOTs) from major healthcare and education nonprofits who do not pay property taxes.
3. Support a levy referendum in 2018.

Bargaining team members shared personal stories about how underfunding public schools hurts our students. They connected this first proposal to other proposals that will be brought by our team in the coming weeks.

Your Teacher Bargaining Team

- Nick Faber**, President
Erica Schatzlein, Vice President, Nokomis South
Laurel Kuhner Berker, AIMS
Joan Duncanson, Bridge View
Diane Durnick, Washington
Pete Grebner, Schoology TOSA
Kristi Herman Hill, Washington
Shannon Jax, SPED TOSA
Todd Marder, SPMA
Becky McCammon, Secretary, Restorative Practice Coordinator
Ashley Owens, Nokomis South
Rahim Ramji, Humboldt
Caitlin Reid, Maxfield
Tom Stinson, Harding
Leah VanDassor, Highland Park Middle
Leigh Vang, Phalen Lake
Rebecca Wade, Professional Development Coordinator
Denise Young, Frost Lake

"I am so proud that SPPS has taken a stand and said to our immigrant and refugee families: You are welcome here. Now, we need to put actions behind these words and invest in our public schools so that our students – especially our English Learners – can succeed to their fullest potential."



Erica Schatzlein
Vice President
EL Teacher
Nokomis Montessori South



District's Response

Laurin Cathey, Director of Human Resources, said the district appreciated the collaborative spirit of SPFT's initial proposal and committed to bringing a response to the next bargaining session on October 12.

Their team outlined their "guiding values" to all negotiations with all employee groups over the next three years. The four values they believe in include:

- listening to employees
- creating a district everyone can be proud of
- working within their budget, and
- promoting a student-focused culture.

Their negotiating priorities include prioritizing equitable pay for employees, ensuring all SPPS employees earn at least \$15 an hour by 2020, and addressing the Minnesota Department of Education recommendations for the English learners and special education programs.

SPFT bargaining team members asked numerous questions about the district's guiding values and will continue to seek clarity on the district's plan.

Upcoming Contract Proposals

The teacher team will be bringing the following proposals to the table in future negotiation sessions. They will be posted on spft.org in the coming week.

Proposal 1: Collaborating to Seek Full Funding for Racially Equitable Schools

Proposal 2: Education for the Whole Child

Proposal 3: Family Engagement

Proposal 4: Smaller Classes

Proposal 5: Teaching Not Testing

Proposal 6: Racial Equity and Social Justice

Proposal 7: High Quality Professional Development

Proposal 8: Access to Preschool

Proposal 9: Attracting and Retaining High Quality Educators Through Adequate Compensation and Benefits

Proposal 10: Proposals to Improve Teaching and Learning Conditions

Upcoming Actions

What is missing from our public schools? On or before **October 5**, make sure that staff at your building have completed your missing posters and sent pictures in to Patrick Burke (patrick@spft.org).

If no one from your building attended negotiations, make sure to contact your organizer for posters and instructions.

Want to learn more about who stole the money from our public schools and how we can get it back? Schedule a TIGER presentation for your school (or book club or church group or anywhere else you gather with people) by contacting Paul Rohlfing (paul@spft.org) or Mike Asmus (mike@spft.org).

Save the Date!

October 12: Teacher Bargaining
4:30pm at SPFT's office

October 19: EA Bargaining (tentative)
TBD

October 26: Teacher Bargaining
4:30pm at SPFT's office

(We are still waiting for the district's HR department to agree to SCSP bargaining dates.)

