

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #1
MAY 30, 2019**

STUDENT MENTAL HEALTH SUPPORTS

TEACHER CONTRACT

ARTICLE XX [New]

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, and Behavioral Support Specialists or equivalent educational support professional staff.

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

Each St. Paul Public School servicing students in K-12 shall have a Mental Health Team comprised 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/therapy. 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 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.

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.

Behavior 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 mental health 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 X 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. Beginning with the 2020-21 school year, Saint Paul Public Schools will provide School Social Workers in every building based on the following minimum social worker to student ratios:

Special Education: (ratio of social workers to students receiving special education services)

Elementary:	1:35
Middle:	1:40
High School:	1:40

General Education: Each building will be assigned a minimum of 1 (one) social worker to work with general education students. Buildings with more than 500 students will be assigned additional social workers based on a ratio of 1:500 social workers per student population.

The District and Federation agree that the ratios for General Education students must meet the needs of the students. The District and Federation acknowledge that the 1:500 ratio will not always be exact in each building but the district as a whole will be staffed to that ratio. Actual assignments of caseloads will be discussed and decided by consensus at the Professional Issue Committee with social worker representatives from both parties.

School sites or programs that currently meet or have lower social worker to student ratios shall maintain their staffing levels.

In addition to appropriate caseloads, it is essential that School Social Workers are able to perform their duties according to their professional training. To ensure this occurs, the parties have agreed that no social worker will be required to carry a walkie talkie.

Subd. 2. Licensed School Counselors. Beginning in the 2020-21 school year, SPPS will provide Licensed School Counselors at every building, serving every grade level, based upon the following minimum ratios as recommend by the American School Counselor Association:

Elementary:	1:250
Middle:	1:250
High School:	1:250

Counselors will provide comprehensive school counseling services for all students. These caseloads shall not include counselors who have specific job duties such as Early College, Career and Technology Education (CTE), or who are grant-funded. School sites or programs that currently meet or have lower counselor to student ratios shall maintain their counselor staffing levels.

In addition to appropriate caseloads, 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.
- No counselor will be required to carry a walkie talkie.
- Each Middle and High School counseling office will be staffed with a Registrar to support the Licensed School Counselors. Registrars will handle clerical duties and assist counselors with preparing reports and documents, new student registration and scheduling, transcript evaluations, maintenance of school records, course change requests, liaison between school and student placement center, and registration for evening high school, and S-term.

Subd. 3. Licensed School Nurses. Beginning in the 2020-2021 school year, the District will provide a minimum of a 1.0 FTE Licensed School Nurse to each building. In addition to the 1.0 FTE Licensed School Nurse, each secondary school will be assigned a 1.0 FTE Health Aide to work under the direct supervision of the Licensed School Nurse.

Subd. 4. Licensed School Psychologists. Beginning in the 2020-21 school year, SPPS will employ a minimum of 53 FTEs of Licensed School Psychologists. The district will maintain a minimum ratio of Licensed School Psychologists to students of 1:700, as recommend by the National Association of School Psychologists practice model. Licensed School Psychologists assignments will be made by the department.

Subd. 5. Behavior Intervention Specialists. The District will assign Behavior Intervention Specialists or equivalent positions (School and Community Service Professionals or Educational Assistants) to every building based on the following:

Elementary:	1: school
K-8:	1: grades K-5 and 1: each grade level for grades 6-8
Middle (6-8):	1: each grade level
High School (9-12):	2: each grade level

Additional staffing will be based on school needs as recommended by the licensed staff on the mental health team. School sites or programs that currently meet or have lower behavior intervention specialist to student ratios shall maintain their staffing levels.

SECTION 2. MENTAL HEALTH TRAINING FOR ALL TEACHERS/LICENSED EDUCATORS

The school mental health team will provide onsite mental health and trauma training for a minimum of 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 and needs.

**Student Mental Health Supports
School and Community Service Professional and
Educational Assistant Contracts**

ARTICLE XX [New]

SECTION 1. STUDENT MENTAL HEALTH SUPPORTS

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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, and Behavioral Support Specialists or equivalent educational support professional staff.

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

Each St. Paul Public School servicing students in K-12 shall have a Mental Health Team comprised of licensed staff and Behavior Intervention Specialist or equivalent positions in this bargaining unit.

Behavior Intervention Specialists are 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.

Both parties agree that Multi-Tiered Systems of Support are proven to be most effective in supporting students. Appendix X outlines how Behavior Intervention Specialists or equivalent positions contribute 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. Behavior Intervention Specialists: Beginning in the 2020-2021 school year, the District will assign Behavior Intervention Specialists or equivalent positions (School and Community Service Professionals or Educational Assistants) to every building based on the following ratios:

Elementary:	1: school
K-8:	1: grades K-5 and
	1: each grade level for grades 6-8

Middle: 1: each grade level
High School: 2: each grade level

Additional staff may be assigned based on school needs as recommended by the licensed staff on the mental health team. School sites or programs that currently meet or have lower behavior intervention specialist to student ratios shall maintain their staffing levels.

Subd. 2. Health Aides. Beginning in the 2020-2021 school year, each secondary school will be assigned a 1.0 FTE Health Aide to work under the direct supervision of the 1.0 FTE Licensed School Nurse at the school.

SECTION 2. MENTAL HEALTH TRAINING FOR SCSPs AND EAs

The school mental health team will provide onsite mental health and trauma training for a minimum of 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 and needs. All training will be paid for employees. Training units can be applied toward educational unit advancement for Educational Assistants.

Subd. 1. Behavior Intervention Specialist Support. Employees in behavior intervention roles will be supported in implementing the tools provided through the onsite training by a licensed mental health team member on site who will provide coaching and feedback to employees.

Subd. 2. Peer Learning Communities for Behavior Intervention Specialists. All employees in a Behavior Intervention Specialist role will have the option of participating in a monthly district wide Peer Learning Community (PLC). PLC participation outside of the normal school day will be compensated at the employee's hourly rate of pay.