

**SAINT PAUL FEDERATION OF EDUCATORS  
PROPOSAL # 14  
September 12, 2019**

MEMORANDUM OF UNDERSTANDING

**NEW ARTICLE TO TEACHER CONTRACT**

**ARTICLE X. Co-Teaching Best Practices**

St. Paul Public Schools has demonstrated a commitment to increasing special education and EL student access to the inclusive classroom through the co-teaching model. Saint Paul Federation of Teachers is supportive of a co-teaching model that best meets the student needs and ensures positive educational outcomes for all students.

St. Paul Public Schools uses the following definitions to frame its collaborative teaching experiences:

- **Co-Teaching:** Two teachers working together with groups of students, sharing the planning, organization, delivery and assessment of instruction, as well as the physical space.
- **Collaboration:** Two teachers working together where the general education teacher is responsible for the planning, delivery and assessment and the collaborating teacher offers programmatic support.

In support of the co-teaching model, Saint Paul Public Schools will continue to provide guidance to building leaders and teachers engaged in co-teaching partnerships. Further, whenever possible, the district will strive to honor the following agreements:

1. Prior to assigning co-teachers, teachers will be given the opportunity to volunteer for a co-teaching assignment. If there are not enough volunteers, principals will assign teachers to co-teaching. Secondary EL and SPED teachers will be allowed to submit preferences of content area and teacher for their co-teaching assignment. Elementary EL and SPED teachers will be allowed to submit preferences for grade level and teacher for their co-teaching assignment. Principals will make reasonable efforts to assign teachers based on educational background and preferences.
  - a. **Secondary SPED and EL teachers will only teach in two (2) content areas per school year (i.e. ELA and Social Studies).**
  - b. **Secondary SPED and EL teachers will have only three (3) different courses per semester and only one (1) new course per school year.**
  - c. **Elementary SPED and EL teachers will be limited to one (1) co-teacher per school year.**

2. Building principals will maintain consistency from year to year in both content area and successful co-teaching partnerships to the greatest extent possible. Teachers can request a change in co-teaching assignment prior to May 15 for the following school year. Such requests will not be unreasonably refused. **Teachers will have the right to refuse changes to co-teaching partnerships that don't come at the request of one of the teachers.**
3. EL and special education teachers will be involved in the master schedule creation process to allow them to work in areas of professional strength and ensure equity and access for the students they serve.
4. Room assignments will take into consideration movement from classroom to classroom by EL and special education teachers.
5. Professional development will be scheduled so co-teachers can attend content area training with co-teaching partners.
6. Special Education teachers will be aligned with grade level PLCs so as to minimize secondary preps (Example: Co-teach 6th grade Reader's Workshop, teach 6th grade pull out reading support).
7. Consistent with the co-teaching model adopted by the District, it is agreed that best practice is for students with disabilities to comprise approximately 33.3% of the class and students without disabilities should comprise approximately 66.6%. Co-taught classes should aim to be approximately at this ratio.
8. Co-taught classes provide students access to differentiated general education curriculum. Determining if a co-taught class is appropriate for all students is based on student data and recommendations by case managers, special education or EL teachers, and counselors. If there are concerns about a student's placement in a co-taught class, the issue will be brought back to the student's team to determine next steps regarding additional supports or differentiation within the classroom or to consider a change in schedule.
9. The parties agree to continue improving Co-Teaching in the SpEd and ELL Professional Issue Committee meetings.

~~This language shall remain in the contract for the duration of the 2017-2019 contract.~~

~~Any disputes within this MOU shall be subjected to Article 17 to this collective bargaining agreement through Step 3 of the grievance process.~~