



SAINT PAUL FEDERATION
OF EDUCATORS LOCAL 28

CONTRACT UPDATE

March 25, 2019 spfe28.org

SAVE THE DATE

Thursdays: Wear Red
NEW SPFE shirts @ SPFE office

Wednesday, April 10
4:30-7:30p.m. @ SPFE
Contract Action Team Training

Wednesday, March 27

Tuesday, April 16

Monday, April 22

Tuesday, April 23

Wednesday, April 24

4:30p.m. *and* 6:30p.m. @ SPFE
PEIP Insurance Vote
Informational Meetings

Wednesday, April 17

Thursday, April 18

4:30p.m. @ SPFE

PEIP Insurance Vote
Informational Meetings

Monday, April 22

4:30p.m. @ SPFE

Membership Meeting—
*All Stewards and CAT members
should plan on attending*

Saturday, May 18

Time to be Determined
Statewide Rally at the Capital

One Team, One SPFE

The first bargaining team under our new name, Saint Paul Federation of Educators, will be one team representing all three SPFE bargaining units: Teachers and Licensed Staff, Educational Assistants, and School and Community Service Professionals. This team plans to bargain all three contracts at one table starting this spring. Your team members negotiating the 2019-2021 SPFE contracts are:

Nick Faber, SPFE President, Elementary Science Teacher

Sylvia Perez, SPFE Director of ESPs, SCSP, Crossroads

Erica Schatzlein, SPFE Vice President, EL Teacher, Nokomis

Sue Snyder, SPFE Treasurer, Educational Assistant, Humboldt

Traci Buckle, EL Teacher, Como High School

Jonathan Burnett, Educational Assistant, Frost Lake

Erin Dooley, Restorative Practice Lead/Science Teacher, Murray

Joan Duncanson, Special Education Teacher, Bridgeview

Peter Grebner, Schoology TOSA, Crosswinds

Shela Her, SCSP, Student Placement Center

Donald Jones, Educational Assistant, Washington Technology

Laurel Kuhner Berker, Fifth Grade Teacher, AIMS

Peter Kvamme, Technology TOSA, Como High School

Charles Letendre, School Psychologist, Elementary

Todd Marder, Science Teacher, Ramsey

Rene Myers, SCSP, Hazel Park Middle School

Diane Olson, Educational Assistant, Discovery Club

Elysia Peitzman, EL Teacher, Battle Creek Elementary

Martha Preston, Occupational Therapist, ECSE Birth-3

Kristi Rogalla, SCSP, Flipside

Tom Stinson, Nurse, Harding

Leah VanDassor, ELA Teacher, Highland Middle School

Leigh Vang, Fifth Grade Teacher, Hmong Dual Immersion, Phalen Lake

Denise Young, Fifth Grade Teacher, Frost Lake



SPFE Bargaining Survey Results

In January, over 1400 SPFE members completed our bargaining survey! This is the highest number of completions in recent years and was over 40% of our membership.

Your bargaining team will use the results of the survey and feedback from the contract issue meetings to guide them in the development of bargaining proposals and throughout the negotiating process.

What are the biggest issues for educators in St. Paul Public Schools?

1. Lack of Mental Health Supports, 768 or 54.5%
2. Lack of staffing positions that educate the whole child: Counselors, Nurses, Social Workers, Psychs, Speech, etc: 708 or 50.2%
3. Inadequate SPED staffing and resources, 662 or 46.3%
4. Cost of Health Care Benefits, 643 or 45.6%
5. Not enough funding for our schools, 618 or 43.9%
6. Top Down Decisions instead of educators and families having voice and authority, 545 or 38.7%
7. Wages, 499 or 35.4%
8. Class Size Enforcement, 434 or 30.8%
9. Inadequate EL Staffing, 304 or 21.6%
10. Other, 117 or 8.3%

Ranking of Importance: 5=Very Important, 1=Not Important

How important is it that we advocate for comprehensive mental health services provided by SPFE educators in all of our schools?

5: 67.2% 4: 21%
3: 8.5% 2: 2%
1: 1.3%

How important is it that we advocate for an increase in licensed media specialists/Librarians in our schools?

5: 24.3% 4: 28.3%
3: 32.7% 2: 8.3%
1: 6.3%

How important is it to you that our next contract expands & intensifies the work of the Integration Task Force, toward integrating schools?

5: 44.1% 4: 24%
3: 18.4% 2: 8.1%
1: 6.1%

How important is it that interpreters for our EL students and deaf and hard of hearing students get adequate time to prepare lessons and collaborate with licensed staff?

5: 44.2% 4: 28.9%
3: 18.7% 2: 5.4%
1: 2.9%

How important is it that we ensure our Special Education students are provided with the environment and services the best meet their needs?

5: 71.2% 4: 18.4%
3: 8.3% 2: 1.5%
1: 0.7%

How important is it that our educational support professionals (EAs and SCSPs) receive appropriate training prior to providing services to our students and on an ongoing basis?

5: 61.6% 4: 25.1%
3: 10.8% 2: 1.6%
1: 0.9%

How important is it that we advocate for an increase in Educational Assistant staffing in our classrooms to help meet the needs of all of our students?

5: 56.7% 4: 23.8%
3: 13.4% 2: 4%
1: 2.1%

How important is it that our educational assistants are allowed to do the duties in their job description instead of being assigned multiple tasks not related to their job?

5: 47.3% 4: 27.5%
3: 18.5% 2: 4.1%
1: 2.6%

How important is it to you that our next contract further reduces the amount of learning time lost to standardized testing?

5: 44% 4: 27.2%
3: 19.7% 2: 5.2%
1: 3.8%

How important is it that we increase services for our EL students with additional licensed and support staff so that, at a minimum, we are in compliance with legal requirements?

5: 60.5% 4: 23.8%
3: 11.9% 2: 2.6%
1: 1.3%

How important is it to you that we find solutions to decrease the number of physical assaults on staff?

5: 74.1% 4: 15.2%
3: 8% 2: 2%
1: 0.8%

How important is it to you that our next contract provides a wage increase?

5: 55.1% 4: 22.5%
3: 15% 2: 3.9%
1: 3.5%

Oftentimes staff who are fluent in multiple languages are asked to do translation and interpret for students and families, even if it is not a requirement of their job. How important is it that we recognize our multilingual staff for this additional work and increase our number of interpreters and translators to limit the burden on our multilingual members to interpret for our students and families outside of their normal duties?

5: 48.6% 4: 26.6%
3: 17.9% 2: 4.3%
1: 2.5%

How important is it that we increase opportunities for parent and family voice in decision making at our schools through structures like leadership teams or site councils?

5: 36.4% 4: 35.2%
3: 21.3% 2: 5.4%
1: 1.7%

How important is it to you that our next contract provides an increase toward employer health insurance premium contributions?

5: 65.3% 4: 19.7%
3: 11.7% 2: 2.2%
1: 1.2%

How important is it that we increase services for our Special Education students with additional licensed and support staff?

5: 63.8% 4: 22.3%
3: 10.6% 2: 2.1%
1: 1.2%

How important is it that our next contract maintains our class size limits and improves enforcement of the language?

5: 70.7% 4: 19.7%
3: 7.6% 2: 1.3%
1: 0.6%

How important to you is it that SPFE continue to call out corporations and nonprofits for not paying their fair share for public education?

5: 53.2% 4: 16.8%
3: 14.6% 2: 5%
1: 10.5%

How important is it that we advocate for an increase in licensed school nurses in our schools?

5: 40.6% 4: 30.8%
3: 21% 2: 5.2%
1: 2.4%

How important to you is continued whole school support for restorative practice implementation, and opportunities to engage in professional development learning in restorative practices?

5: 40.5% 4: 26.9%
3: 20.7% 2: 5.8%
1: 6.1%

How important to you is it that SPFE continue to push the district to work with us seeking additional funding for our schools and priorities?

5: 51.7% 4: 19.7%
3: 16% 2: 4.6%
1: 8.1%

How important to you is increasing professional development centered on racial equity, culturally relevant teaching, and anti-bias work?

5: 44.1% 4: 24%
3: 18.4% 2: 8.1%
1: 6.1%

SPPS has already indicated that they will continue to push our educators to agree to a Q-Comp/ATPPP plan. How much do you support SPFE entering into a Q-Comp agreement?

5: 10.6% 4: 7.6%
3: 17.8% 2: 10.2%
1: 53.7%