



SAINT PAUL FEDERATION
OF EDUCATORS LOCAL 28

CONTRACT UPDATE

November 24, 2019

SAVE THE DATES

Thursdays: Wear Red
SPFE shirts @ SPFE office

CAT Meeting
Each site should have a CAT
member present

Thursday, December 5
4:30p.m.
SPFE (23 Empire Drive)

Day of Action
Thursday, December 12
Contact your CAT member for
details.

No December
Membership Meeting!

All SPFE Proposals can
be found on our website
at spfe28.org/proposals.

VIST OUR NEW WEBSITE:

Educators' and
families'
stories about
mental health at
supportstpaulstudents.org

SPFE Members to Take Action for the Schools St. Paul Students Deserve

Thousands of SPFE members took action in November in support of our bargaining proposals! Members signed our petition, wore buttons, and continued to wear red on Thursdays!

On Tuesday, November 19, over 100 SPFE members delivered petitions in support of our proposals to the SPPS School Board. We had over 3000 signatures on our petition and we are continuing to collect additional signatures online!

During the school board meeting, SPFE members and SPPS parents spoke in support of proposals we've put forward, including a fully staffed mental health team in every building, more staff support for our English learners, and appropriately weighted caseloads for our special education professionals.

When we come together and use our collective voices to speak out for stronger public schools, administrators and board members pay attention.

That's why we'll continue to host public actions while we negotiate our new contract, and why it's so important for members to stay engaged and take action.



At our November 14 bargaining session, your SPFE bargaining team presented the following proposals:

Substitute Teachers: When a substitute teacher is not available, the disrupting impact can create a domino effect on the rest of the building. This school year, some buildings have already had more than 40 substitute jobs go unfilled! Our proposal would require the district to provide half-time building substitute positions after 25 jobs go unfilled and full-time building substitute positions after 50 jobs go unfilled. Additionally, we are proposing that there be elementary and secondary district substitutes for each area. These building and area substitutes would be working at sites every day for the rest of the school year.

Hourly Teacher Rights: Hourly teachers who work in St. Paul Public Schools are treated as at-will employees who don't have rights under our contract. They don't accumulate benefits like sick leave, and if they apply for a new position in the district they aren't even allowed to apply as current



employees We are proposing we eliminate language in the contract that outlines these limitations on their rights, and adding language that allows hourly teachers rights under our contract, including the accrual of sick leave.

Summer School Pay: Teachers are the only bargaining unit in St. Paul Public Schools that don't get their normal hourly rate of pay

during summer school. Our proposal would change the current summer school pay rates to a teacher's hourly rate of pay (salary divided by 187) from the school year preceding the summer session.

Schedule C (Extracurricular Pay): There are numerous extracurricular positions that are not on the Schedule C stipend list. When a position isn't included on the Schedule C list, district employees doing those jobs don't get paid for their time. Additionally, schedule C rates have not increased in years. The SPFE bargaining team proposed additional position stipends, a one-time 10% increase for this school year, and annual increases thereafter. We also proposed that SPFE and SPPS work together next school year to review Schedule C more closely and clean up the positions listed so it reflects current extra-curricular activities.

District Counter Proposals on November 14:

Academic Parent Teacher Teams: The district made a counter proposal to SPFE Proposal #9. This proposal increases stipend rates for educators who implement Academic Parent Teacher Teams (APTT) at their school and would increase the amount of district support for schools.

Education Stipend and Student Teaching Leave for SCSPs: Educational Assistants have contract language for a limited number of stipends to help with educational costs when seeking a teaching license and to paid leave when completing student teaching. The district agreed to extend these benefits to our SCSP members. This is our second tentative agreement.

Grow Your Own Program Participant Rights: Your bargaining team proposed that members who participate in programs, such as the current SUTR program, have the right to move back into their original bargaining unit if they decide not to complete the program or are denied tenure in a teaching position. SPPS responded to this proposal saying they were open to this arrangement, but requested a small group meeting where we review the process. The SPPS bargaining team did not offer a written counterproposal.

English Learner Supports Suite of Proposals: Similar to their response to the Grow Your Own proposal, the SPPS bargaining team proposed that we have a small group meeting specifically focused on the details of these proposals rather than offering a written counterproposal.

Student Mental Health Supports: The Superintendent delivered a lengthy prepared statement about this proposal, but the SPPS team did not provide a written counter proposal.