SAVE THE DATES

Thursdays: Wear Red
SPFE shirts @ SPFE office

Day of Action
Thursday, November 7
At each building
All Day
Button Pick-Up at SPFE Office

Open Bargaining
Thursday, November 14
4:30p.m. Pre-Meeting
5-8p.m. Bargaining Session
SPFE (23 Empire Drive)

School Board Action
Tuesday, November 19
4:30p.m. Meet at District
Office
360 Colborne

Membership Meeting
Monday, October 28
4:30p.m.
SPFE (23 Empire Drive)

Monday, November 25
4:30p.m.
SPFE (23 Empire Drive)

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

In a show of solidarity, SPFE members volunteer on Chicago Teachers Union strike lines!

On October 17th, Chicago Teachers Union (CTU) members officially went on strike for the Schools Chicago Students Deserve! SPFE members Leah VanDassor, Beth Swanberg, and Peter Kvatte joined SPFE political organizer, Lynne Bolton in volunteering on the Chicago strike lines the first two days of the strike. Chicago teachers are fighting for more counselors, more nurses, more librarians, more special education supports, smaller class sizes, and many of the same demands we have made at SPFE. When this Contract Update went to print, CTU was still on strike. Check out our statement of support at https://spfe28.org/spfe-letter-of-support-for-chicago-teachers-union/
On October 24, your SPFE bargaining team met with the district for the seventh time. That evening, SPFE brought two new proposals to the table, a counter proposal, and agreed to one of the District proposals.

SPFE Proposals from October 24 Bargaining Session:

**Enrollment Preference:** For years our licensed staff members have been eligible for additional enrollment preference points when enrolling their child in St. Paul Public Schools. Educational Assistants and School and Community Service Professionals, however, do not get this same benefit. The SPFE bargaining team proposed extending this benefit to EAs and SCSPs who are enrolling their children in St. Paul Public Schools.

**Memorandum of Agreements and Understandings:** To better organize and make our contract more readable, SPFE is proposing that we move Memorandums of Understanding and Memorandums of Agreement into the body of our contracts. These are agreements that the parties have already made and honored.

**District Sponsored Educator Licensure Programs:** Back in July SPFE proposed that EAs and SCSPs who participate in a district-sponsored teacher licensure program, such as SUTR, have rights back into their original bargaining unit if they do not get placed in SPPS, are denied tenure, or don’t complete the program. The District countered this proposal in September, but their counter limited the timeframe and the reasoning in which somebody would have rights back into their bargaining unit to the first year in which they entered a program. Our counter, in response, was to remove these limitations.

**Tentative Agreement:** We have our first “tentative agreement” (TA) or a written agreement reached by the parties in the course of discussions. We have TA’ed District Proposal on EA Performance Improvement Plan Timeline for 12-month employees.

**District Proposals and Counter Proposals from October 24**

**Counter Proposal to SPFE Advancing Teaching and Learning (Peer Assistance and Review):** The District countered our proposal on to clean-up language to our Peer Assistance and Review language. Another piece of this proposal was adding a clause regarding the scheduling of formative evaluations for all teachers, requesting schedules at the start of the school year that give teachers a 1-week timeframe for when they can expect to be observed, and stating that evaluations should not occur during the first or last month of school. The District rejected the idea of having a schedule for when reviews could occur because they said it was “punitive” for principals to have a schedule or timeline guidelines for completing evaluations. Your bargaining team pointed out that not having a schedule or not completing evaluations throughout the school year, or doing evaluations quickly at the end of the school year, is not only punitive to teachers but also that denying educators feedback on their performance is doing a disservice to students.

**District Proposal on Interview and Selection:** The District proposed that the interview and selection process end on March 31 instead of the third week in June. Your SPFE bargaining team is concerned that many positions don’t get posted until much later in the spring or summer, which would mean that folks who do need to get placed or want to move won’t have as many options, and that the district would simply place more people instead of allowing them to interview and principal’s to select applicants. The District said they would be changing the budgeting process, so budgets and job postings would be available much earlier than usual. Your bargaining team will review this proposal.

**District Dues Deduction Proposal:** The District made a proposal regarding the authorization of dues deduction for union membership. The District is proposing that they will NOT honor the SPFE membership drop window in regards to dues. This is another union busting proposal where the district is refusing to honor our membership requirements.

**New Website Shares Our Stories about the Need for Mental Health Supports in Our Schools**

Listen to stories from these educators and more at supportstpaulstudents.org.

Patrick Cunningham Ramsey

Karen Evans Creative Arts

Marlon McCoy RiverEast

Razia Shariff Capitol Hill

Desiree McReynolds School Psychologist