

SPFE CONTRACT PROPOSALS FOR THE TEACHER, EA, AND SCSP CONTRACTS

No.	Proposal Title	Summary of language in final tentative agreement
1	<p align="center">Student Mental Health Supports</p> <p align="center">Teacher, EA, SCSP</p>	<p>\$4.7 million to fund additional staff to ensure each school will have a Mental Health Support Team comprised the following positions: School Social Workers, School Counselors, School Psychologists, School Nurses, and Behavior Intervention Specialists. Additional training and support for all licensed staff and behavior intervention specialists, and peer supports for our Behavior Intervention Specialists.</p>
2	<p align="center">Additional Duties & Interpreter Prep</p> <p align="center">EA, SCSP</p>	<p>Supervisors will provide a clear schedule outlining daily responsibilities and assignments that align with the employee’s job description. Sign language and spoken language interpreters get 100 minutes of preparation time per week to ensure that they are providing the best interpretation of educational content as possible to our students.</p>
3	<p align="center">National Board Certification</p> <p align="center">Teacher</p>	<p>Language updates that reflect changes to the certification process and additional financial support for folks seeking certification. Occupational therapists are now eligible for this stipend if they get the equivalent certification.</p>
4	<p align="center">Grow Your Own Programs</p> <p align="center">EA, SCSP</p>	<p>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.</p>
6	<p align="center">PAR (and Formative Evaluations)</p> <p align="center">Teacher</p>	<p>Clean-up portions of our Peer Assistance and Review language and a new contract clause requiring principals to create a schedule with a two week timeframe of when summative evaluations will occur. This schedule will be shared with teachers by the end of the second week of school, and summative observations will not take place in September or after May 15</p>
7	<p align="center">School Integration</p> <p align="center">Teacher, EA, SCSP</p>	<p>A project work team will incorporate the recommendations from the 2017 joint School Integration Task Force on school integration.</p>
8	<p align="center">Racially Equitable Funding for Schools</p> <p align="center">Teacher, EA, SCSP</p>	<p>SPFE and SPPS will partner to address the root causes of the funding issues we face, including a decline in corporate taxes and revenue statewide by meeting with local corporations and legislators to lobby for additional school funding. Additionally, SPFE and SPPS jointly support a moratorium on new charter schools in St. Paul until a community impact study on charter schools can be completed and reviewed.</p>
9	<p align="center">Family engagement</p> <p align="center">Teacher, EA, SCSP</p>	<p>Simplification to the process of starting Academic Parent Teacher Teams at a school, increase the stipends for School APTT Champions (coordinators) and individual teachers who conduct APTT conferences, and add APTT language to the EA and SCSP contract.</p>

SPFE CONTRACT PROPOSALS FOR THE TEACHER, EA, AND SCSP CONTRACTS

No.	Proposal Title	Summary of language in final tentative agreement
10	<p align="center">Special Education Weighted Staffing and Caseloads</p> <p align="center">Teacher, EA</p>	<p>Smaller caseloads and caseload limits for SPED teachers, SLPs, OTs, and PTs. SPED EAs can attend SPED PD with other SPED educators. A plan to create weighted caseloads over the next year.</p>
11	<p align="center">EL Staffing</p> <p align="center">Teacher</p>	<p>Language that would make weighted caseload limits a requirement instead of a goal.</p>
12	<p align="center">Carts and Portables</p> <p align="center">Teacher</p>	<p>EL teachers can be in the regular rotation of the use of carts and portables when needed, but cannot be permanently relegated to a cart simply because they are an EL teacher. Ensures EL teachers are designated classrooms space in a way that is equitable to other teachers.</p>
13	<p align="center">EL Teacher Subs</p> <p align="center">Teacher</p>	<p>EL teachers cannot be pulled to sub for missing teachers during their own teaching time. Subs for EL teachers cannot be shuffled to another sub job.</p>
14	<p align="center">Co-teaching Best Practices</p> <p align="center">Teacher</p>	<p>Co-teaching limit of two co-teachers for EL and SPED elementary teachers per school year. Limit of two content areas, three courses, and only one new course for EL and SPED secondary teachers.</p>
15	<p align="center">Religious Observance Equity</p> <p align="center">Teacher, EA</p>	<p>Increase the number religious observance days from two to three in the EA and Teacher contracts, in order to provide parity with our SCSP contract.</p>
16	<p align="center">Dual Language/Immersion</p> <p align="center">Teacher</p>	<p>Create a more proactive system allowing for hiring in DLI programs, offer appropriate professional learning and curriculum development for DL Immersion staff, and provide substitutes for elementary teachers to complete assessments in two languages.</p>
17	<p align="center">Multilingual Staffing</p> <p align="center">EA, SCSP</p>	<p>10 new bilingual EA positions, create an on-call list of interpreters and translators for both during and after-school use, and stagger secondary conferences scheduling so interpreters are available.</p>
18	<p align="center">Education Leave and Stipend</p> <p align="center">SCSP</p>	<p>Educational stipend available to SCSP members who are seeking a licensure and the ability to take a paid leave while student teaching.</p>
19	<p align="center">Restorative Practices</p> <p align="center">Teacher, EA, SCSP</p>	<p>The continuation of resources for schools on this journey and for more schools to follow, all SPPS senior leaders experience a 4-day introduction to restorative practices, and continuing other RP funding.</p>

SPFE CONTRACT PROPOSALS FOR THE TEACHER, EA, AND SCSP CONTRACTS

No.	Proposal Title	Summary of language in final tentative agreement
20	Discovery Club EA	DC members will not be required to work on days when after school activities have been canceled due to inclement weather, and may use personal time to be paid for this missed time on a rotating seniority basis
21/22	ECFE Teacher, EA	Outlines our ECFE teachers' and EAs' work day, in a program where classes can span 12 hours. Ensures defined duties and lunch time.
24	Elementary Specialist Supplies Teacher	Mandatory funding of supplies for elementary specialists at \$100 per each specialist so we can ensure that students have the supplies they need to learn.
25	Enrollment Preference EA, SCSP	Extend enrollment preference benefit to EAs and SCSPs who are enrolling their children in St. Paul Public Schools. Board plans to extend preference to all employees. If not in place, it will be effective for EAs and SCSPs starting in 2021/2022.
26	MOUs to Contract Language Teacher, EA, SCSP	Move Memorandums of Understanding and Memorandums of Agreement into the body of our contracts.
27	Hourly Teachers Teacher	Defines provisions in our contract that hourly teachers are entitled to.
29	Substitute Teachers Teacher	A 1.0 FTE building sub will be hired after 50 no substitute days occur before spring break. The sub will remain for the following school year.
30	Schedule C—Extracurriculars Teacher	A committee will review and update Schedule C stipends.
31	Wages/Benefits Teacher, EA, SCSP	Year 1 wage increase of 1.5% retroactive to 7/1/19, year 2 wage increase of 2%. EA Longevity increase to \$2/hour starting July 1, 2020.

DISTRICT PROPOSALS

No.	Proposal	Summary of language in final tentative agreement
------------	-----------------	---

SPFE CONTRACT PROPOSALS FOR THE TEACHER, EA, AND SCSP CONTRACTS

No.	Proposal Title	Summary of language in final tentative agreement
1	EA & SCSP Sick Leave	Proposal: Reduce sick leave accrual rates. Final Agreement: Make sick leave accrual consistent for all EAs regardless of FTE and 10 or 12 month. The results in a higher accrual rate for most EAs.
4	Lengthen EA PIP timeframe	Expand the timeframe that the district has to put 12-month EA's on a performance improvement plan.
5	Access to worksites	Proposal: Union leadership must report to administration when entering a building. Final Agreement: SPFE leadership will display a SPPS badge at all times in buildings.
6	Teacher Basic Contract Year	Tier 2 teacher licensure requirements and accrual of years of service.
7	Interview and Selection	Proposal: Dual Language teachers can't leave DL/I for any other position without admin approval. Final Agreement: Tier 1 and 2 teachers ineligible for interview and selection. DL/I teachers maintain rights.
8	Mobility Leave	Proposal: Employees would not be able take a position in a different district while on a mobility leave. Final Agreement: Employees would not be able take a position in a different Minnesota district while on a mobility leave unless it precedes an agreed upon retirement date.
9	Teaching and Learning Career Educators	Change contract language to read 3 formal observations rather than 2 for probationary teachers.
11	Grievance Procedure	Proposal: The district would schedule investigatory and disciplinary hearings directly with member and leave stewards and SPFE organizers out of the process, complicating representation for our members. Final Agreement: SPFE will provide and maintain a current steward and organizer list by building.