



Tentative Agreement Summary

We held the line for 14 days to win the safe and stable schools our students deserve. Our strike has resulted in unprecedented gains in our contract and built our power as a union -- power that we will continue to grow as we fight for the schools our students deserve.

Minneapolis educators went on a historic strike - the first one in over 50 years - with 93% participation and 98% authorizing in the ESP chapter and 96% participation and 97% authorizing in the teacher chapter. We walked out united to change the trajectory of MPS and ensure that educators have a greater say in how we do our work. This too has been achieved and will have impacts that improve our district for years to come.

Highlights include a living wage for ESP, more mental health supports in our schools, and class size in our contract for the first time ever, among many other wins our power was able to extract from MPS. Wins that MPS just weeks ago said they would never agree to. We didn't win everything we wanted or deserve but we have created a seismic change in the power relationship between educators and MPS bosses.

Voting **YES** means we approve this agreement and end our strike.

Voting **NO** means we reject the agreement and continue our strike.

What we won	Highlights	How it move us closer to safe and stable schools
Living wage for ESPs	<p>Every ESP gets at least a \$2/hr raise, some as much as \$4, with retro pay from 11/1/21.</p> <p>A significant number of ESP will have an opportunity to make \$35,000 at 40/hr a week</p> <p>Every ESP gets a one time payment of \$6,000 over two years; ESP with 10+ years of service will get an additional one time payment of \$1,000 & more!</p>	<p>ESP are the backbone of our schools and deserve a living wage. These significant improvements will allow ESP to stay at our schools and fill staff vacancies.</p>



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<p>Structures for Recruiting and Retaining Educators of Color</p>	<p>Specific language exempting educators of color from excesses and layoffs</p> <p>Two district mentors to support educators of color</p> <p>Exit interviews with MPS and/or MFT</p>	<p>Students need educators who look like them and who they can relate to.</p> <p>This language gives us the ability to identify and address issues that contribute to disproportionately high turnover of educators of color.</p>
<p>More Mental Health Supports</p>	<p>A nurse, school counselor, psychologist, social worker) at every secondary site</p> <p>Minimum of a 1.0 social worker in every MPS building</p> <p>Minimum of 0.5 Licensed School Nurse in every school</p> <p>Doubles the number of elementary schools with a School Counselor</p> <p>School Psychologist ratios decreased from 1:1000 to 1:850</p>	<p>After the trauma of the past two years, we know our students need and deserve more mental health support. We won significant increases in mental health staffing for our students.</p>
<p>Class Size in the Contract</p>	<p>Class size and caseload are in the contract.</p> <p>Reduced caseloads for social workers in certain elementary schools</p> <p>Incorporates student “churn” rates into the special education workload factors that establish and adjust caseloads</p>	<p>We are only the second contract in the state to have class size and caseload in the contract. We know our students deserve smaller class sizes, and, with class size now in our contract, we can continue to fight for improvements.</p>
<p>Competitive Compensation for licensed staff and ABE</p>	<p>2% in Year 1 (with retro pay) and 3% in Year 2.</p> <p>\$4,000 one time bonus, paid on April 8</p> <p>5% in Year 1 and 2 for Schedules C3, D, E, F</p>	<p>Attracting and retaining licensed staff is key to creating stable schools. We won higher raises than we have in 20 years for our licensed staff, and made significant improvements to ABE salaries.</p>



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	<p>RSPs who hold special licenses/certifications that allow them to do third party billing move two lanes instead of 1, retro to 7/1/21</p> <p>ABE gets any salary and benefits improvements that the Teacher Chapter negotiates moving forward</p> <p>Significant improvements to the ABE salary schedule - moving four steps in two years</p> <p>20% increase for hourly ABE instructors</p>	
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Return to Work Agreement

Unfortunately, the Minnesota Department of Education would not allow a waiver of instructional minutes or days. This means we must make up the time.

We held the line for 14 days; the extra days added on to the end of the year ensure our members -- most importantly our ESP -- remain whole. In fact, because of our strength, **we will be kept whole**. ESP will receive 16 and teachers will receive 15 days of pay. Additionally, our one-time bonus payments for this year will be on our April 8 paycheck (\$3,000 for ESPs, \$4,000 for teachers).

Our return to work agreement protects the salary and benefits of our members and allows ESP to gain more hours, including potential for overtime.

- If the TA is approved, Monday, March 28 will be a transition day, with no student contact
- Spring break will continue as scheduled
- Starting April 11, school day extended by 42 minutes.
 - Teachers will be paid their direct instruction rate of pay for extra minutes
 - ESP will be paid their hourly rate of pay; the hours are benefits eligible (many ESPs will receive overtime)
- Ten instructional days will be added in June. The last day of instruction is June 24
 - PD days on June 13-14 will be converted to instructional days.
 - Last duty day for ESP is June 24
 - Last duty day for teachers is June 27
 - MPS and MFT will explore digital learning options for June 16-24.
- June 20th (Juneteenth) will be a paid holiday.
- TRA is protected.