



MINNEAPOLIS FEDERATION OF TEACHERS AND EDUCATIONAL SUPPORT PROFESSIONALS, LOCAL 59

2021-2023 Contract Bargaining Priorities

Our schools are stronger when we all have the tools we need to succeed. Our cross-chapter bargaining priorities focus on what is necessary for our schools to be safe and stable spaces in which our students and staff feel respected, protected, and connected to our community of learners.

More Mental Health Supports
Support & Retain Educators of Color
Smaller Class Sizes and Caseloads

Affordable, Quality Healthcare
Living Wages & Competitive Pay
Safer Covid Protocols and Staffing

MORE MENTAL HEALTH SUPPORTS

- Recommended ratios for Counselors, Social Workers, Psychologists, and other RSPs
- RSP staffing and caseloads to support the whole child

AFFORDABLE, QUALITY HEALTHCARE

- Improve equity in health benefits
- Improve quality of health benefits

SUPPORT & RETAIN EDUCATORS OF COLOR

- Exemptions from excess and layoff procedures
- Increase Mentoring
- Spread and Support ABAR spaces, places, & practices

**TEACHER/RSP
CHAPTER
PROPOSALS FOR
SAFE AND STABLE
SCHOOLS**

COMPETITIVE PAY

- Increase salary across schedules
- Recover losses from last 20+ yrs of low/no increases

SMALLER CLASS SIZES & CASELOADS

- Class size and caseload caps that are grievable and allow for more individualized attention
- Support community building and culturally responsive teaching

SAFER COVID PROTOCOLS & STAFFING

- Quarantine support for educators who are caregivers
- Improved COVID spread mitigation strategies
- Increased supports for students absent from class due to COVID/isolation



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COMPETITIVE PAY

- Raise starting pay to \$35,000 a year with full time hours
- Full time positions for at least 90% of ESP
- Raise wages

AFFORDABLE, QUALITY HEALTHCARE

- Lower premium costs
- ESP should not pay the same for H.I. as admin making \$100,000 plus

**ESP CHAPTER
PROPOSALS
FOR SAFE AND
STABLE
SCHOOLS**

SUPPORT & RETAIN EDUCATORS OF COLOR

- ESP are our most diverse educator group. Living wages for ESP is an equity issue

PROFESSIONALISM

- ESP attend staff meetings
- Time to plan and collaborate with licensed staff
- Meaningful professional development opportunities