**MPS Proposal to MFT**

**March 21th, 2022 12:50 pm**

**PROPOSAL 5: CLASS SIZE**

Class size **caps** will be as follows:

|  |  |  |
| --- | --- | --- |
| **Grade Level** | 70% FRL and above | Below 70% FRL  |
| Pre-Kindergarten + | 20 | 20 |
| Kindergarten + | 22 | 27 |
| 1st & 2nd Grade + | 22 | 28 |
| 3rd Grade + | 25 | 34 |
| 4th Grade - 5th Grade + | 30 | 36 |
| 6th Grade - 8th Grade\* | 40 | 42 |
| 9th Grade - 12th Grade\* | 40 | 44 |

* Class sizes at the elementary level do not include specialists due to inclusive practices and other instructional practices

\* Class sizes at secondary level are specific to English, Math, Social Studies, and Science.

Accurate class size reports will be provided to the Staff Adjustment Committee based on enrollment per course or classroom. The Staff Adjustment Committee will meet several times in the fall to make needed adjustments on class sizes and caseloads. Thereafter, additional meetings will be scheduled quarterly or more often as needed.

Teachers will contact the principal to communicate when class size exceeds the cap, outside the regular monitoring process by the Staff Adjustment Committee. The Principal will contact their Associate Superintendent to report any class size that exceeds the caps.

If specific class sizes exceed the established caps and are not addressed by the Staffing Adjustment Committee, one of the following options may be implemented by the District with the goal being a cost-neutral option:

1. Co-teaching model
2. Additional ESP support
3. Balancing class sizes among grade levels or subject area
4. Adding licensed staff through the staff adjustment process or reassigning non-classroom licensed staff to classroom positions
5. Reducing non-instructional duties
6. Additional weekly preparation time
7. Other methods created collaboratively by the site, District, and MFT
8. The District has the option to place students in classrooms that exceed the cap. At the end of the year, if a classroom ADM report indicates that the average number of students for the school year exceeded the established cap set forth above, the teacher in the classroom shall receive $500 per ADM above the cap.

 MPS will implement the solutions and communicate them to affected staff, students, and families.

If a class size exceeds the cap due to the District’s inability to fill a vacancy, it will not be considered a violation of this article and will not be subject to grievance.

MPS and MFT agree that class size caps will be reviewed and adjusted if MPS’ instructional model evolves and new models are created.

**Evaluation**

The Staffing Adjustment Committee will meet to decide the best way to assess the impacts of class size. Possible areas of impact study might be the following:

* Student Achievement - What measurable and relevant impacts class sizes had on the achievement of students in the district.
* Fiscal Resources - What measurable and relevant impacts class size had on the financial health of the district.
* Enrollment - What measurable and relevant impacts has class size on the enrollment of the district.

The class size cap provision will not apply if any of the following apply:

* The District fails to renew any operating, class size, capital projects, or other voter approved referendum.
* Average Daily Membership (ADM) falls below 25,000 as reported by the Minnesota Department of Education.
* The percentage of students who qualify for educational benefits within the district fall below the state average.
* Moody’s, Standard and Poor’s (S&P) or Fitch Ratings (Fitch) lowers its rating on District debt or rates any district bond issue at or below the following grades:
	+ Moody’s: Baaa1
	+ S&P: BBB+
	+ Fitch: BBB+
* The District is in statutory operating debt (Statute: [MN Stat § 123B.81](https://law.justia.com/citations.html))

Class size caps for each school year will take effect on October 1 of that school year and will extend until the end of that school year. The district retains all rights to create and modify budgets, allocate resources, project enrollment, place students, create or eliminate positions, and any other matters of inherent managerial policy.

**PROPOSAL 7: SALARY AND BENEFITS**

**Salaries:**

Year 1:

* Steps and lanes
* Salary increase:
	+ Step 1: 12.5%
	+ Step 2: 10.5%
	+ Step 3: 10%
	+ Step 4: 8%
	+ Step 5: 7%
	+ Step 6: 5%
	+ Step 7-40: 2%
* One-time lump sum bonus payment of $2,000 to any teacher who was hired prior to January 3, 2022 and who meets all of the following conditions:
	+ Must either work or be on District-approved leave the final day of their contract year, June 30, 2022.
	+ In order to be eligible for the bonuses, teachers must have no Employee Relations issued discipline during the applicable incentive period.

Incentive amount based on employment as a 1.0 FTE or its equivalent. For those working less than a 1.0 FTE, incentive amount will be pro-rated accordingly. FTE status will be determined using the employee’s contracted FTE status as of the last day of the contract year.

Year 2:

* Steps and lanes
* Salary increase: 2%

**PROPOSAL 8: PAY PARITY**

Notes:

~~● Also, see Bilingual/Multilingual Staff Recruitment MOA.~~

● MPS will Update HR Guidelines for Teacher Placement document to reflect the above changes to the 21-23 contract.

7.1 Salary: Teachers shall be paid in accordance with the salary schedules adopted by the Board of Education for the 2021-2023 contract period.

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**ADULT ED**

~~7.1.1. Standard Salary Schedules:~~

~~The salaries for teachers employed under regular contract in the Minneapolis Public Schools are reflected in standard salary Schedule A and shall be a part of this Agreement for the period July 1, 2021, through June 30, 2023. Effective July 1, 2021, teachers working in the Adult Education program will be placed onto Schedule A into the appropriate cell that is equal to or greater than their current salary in the appropriate lane matching their advanced education as of 6/30/21. Those working part time will receive a pro-rata portion of the full time salary. Notwithstanding other provisions regarding the Adult Education schedules, full-time Adult Education teachers shall be scheduled for an equivalent amount of instructional time as K-12 instructors.~~

 **MPS COUNTER PROPOSES: ADULT ED CONTRACT**

 Salary Schedule:

4.1.1 Standard Salary Schedule A: The salaries for Adult Education teachers employed in the District are reflected in standard salary Schedule A and shall be a part of this Agreement for the period July 1, 2019, through June 30, 2021.

4.1.2 Wage Schedule Improvements: ~~Effective July 1, 2020 a 1.0% increase will be added to the salary schedule for all eligible employees.~~  Effective, July 1, 2022, the first two (2) steps in Standard Salary Schedule A will be removed and any teacher on step two (2) or above will receive two (2) steps.

4.1.3 Step Movement a. Effective July 1, 2019, teachers will receive annual steps in accordance with 4.2.4 below. b. Effective July 1, 2020, teachers will receive annual steps in accordance with

 4.2.4 below: Any negotiated increases to salary and benefits for the teachers in the K-12 program shall also be provided to the teachers in the Adult Education Program

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 7.4 Placement on Salary Schedule: The following rules shall be applicable in determining placement of a teacher on the standard salary schedule:

 7.4.1 Initial Placement:

a. Basis for Placement: Initial placement will be made directly onto the salary schedule for the upcoming year, based on approved college credits and qualifying years of experience at time of hire.

~~i.) Establish the following placements on the teachers contract:~~

~~- A Bachelor’s degree that requires up to 120 semester credits (or its equivalent quarter credits) will be placed at BA (Lane A)~~

~~- Undergraduate Credits of 135-149 will be placed on BA+15 (Lane B)~~

~~- Undergraduate Credits of 150-164 will be placed on BA+30 (Lane C)~~

~~- Undergraduate Credits of 165-179 will be placed on BA+45 (Lane D)~~

~~- Undergraduate Credits of 180-194 will be placed on BA+60 (Lane E)~~

~~- Undergraduate Credits of 195+ will be placed on Lane F~~

~~- All educators with a Bachelors degree will be moved over one lane.~~

~~ii.) Establish the following placements on the teachers contract~~

~~- A Master’s degree that requires up to 30 semester credits (or its equivalent quarter credits) will be placed at MA (Lane G)~~

~~- Masters Credits of 40-49 will be placed at MA+15 (Lane I)~~

~~- Masters Credits of 50-59 will be placed at MA+30 (Lane K)~~

~~- Masters Credits of 60-69 will be placed at MA+45 (Lane M)~~

~~- Masters Credits of 70-79 will be placed at MA+60 (Lane O)~~

~~- Masters Credits of 80+ will be placed at Lane P~~

~~- Masters Credits of 80-89 will be placed at Lane Q~~

~~- Masters Credits of 90-99 will be placed at Lane S~~

~~- Masters Credits of 100-109 will be placed at Lane U~~

~~- All educators with a Masters Degree will be moved over two lanes.~~

~~iii.) Any movement to a higher lane shall be effective as of July 1, 2021.~~

~~e. Move eligible teachers to a higher lane in accordance with the credit requirements listed above in order to be completely moved to the new appropriate lane designation.~~

~~i.)Any movement to a higher lane shall be effective as of July 1, 2021.~~

~~ii.)Staff not eligible to be moved to a higher lane designation shall be held harmless.~~

7.4.2 Prior Experience:

 a. Most Recent ~~ten (10)~~ ~~Fifteen (15)~~ Twenty (20)~~Twenty-five (25)~~ Years: Experience earned in the ~~ten (10)~~ ~~fifteen (15)~~ Twenty (20)~~Twenty-five (25)~~ Years year period prior to employment shall be credited at the rate of one (1) year of credit for each year of teaching experience. For the purpose of giving this credit the following shall apply:

1. To be given consideration for experience credit, a teacher must have been eligible for a regular teaching license under Minnesota regulations in force at that time.

2. One complete semester of teaching in any one academic year in one accredited school system equals one full year of experience. No credit shall be given for teaching experience of less than one semester.

3. One full year of half-time teaching in one accredited school system equals one full year of experience. No credit shall be given for teaching experience of less than halftime.

4. The District shall match the salary of teachers from other districts or private schools to the nearest comparable step and lane placement, not to exceed the highest step in the lane.

b. Beyond ~~Ten (10)~~ ~~Fifteen (15)~~ Twenty (20)~~Twenty-five (25)~~ Years: Experience earned before the ~~ten-year fifteen-year~~ Twenty (20)~~Twenty-five (25)~~year period prior to employment shall be credited at the rate of one (1) year of credit for each two full years of teaching experience. Teaching experience of less than a year shall be ineligible. ~~Count any experience currently counted at one (1) step for every two (2) years as one (1) step per year, effective July 1, 2021, in order to attract and retain high quality educators.~~

d. Lane Placement: The lane placement will be made by the Division of Human Resources up to BA+60. The teacher cannot move beyond the BA+60 lane until they have earned an MA degree except by earning, ~~as a tenured teacher,~~ a National Board Certificate or full or special license/certificate (as outlined in 1.4.10) ~~as a tenured teacher~~, if available in the teaching or RSP field.

7.4.10 SPECIAL LICENSES/CERTIFICATIONS: Award teachers and related service professionals who obtain full or special licenses/certifications while employed by MPS, or who are hired with said credentials, (NBPTS for teachers, LISW/LICSW for SSWs, CCC for Speech Therapists, NCLEX/RN for LSNs, OTR/L for OTs, etc), two (2) lanes (i.e., columns), instead of one (1), on the Teachers Contract salary schedule, retroactive to July 1, 2021 . ~~in order to create parity with Propay courses offered by MPS.~~

~~7.4.11 ACTFL SUPPORT: Provide bilingual/multilingual staff opportunities to take the ACTFL assessment for free and compensate bilingual/multilingual teachers and related service professionals according to their proficiency level.~~

1. ~~Effective July 1, 2021, bilingual/multilingual staff in MPS will be offered the opportunity to take the ACTFL assessment, with the exam fee to be paid for by the district (limit one exam per school year).~~
2. ~~Bilingual/multilingual staff who receive an ACTFL Certified Rating of at least Advanced Low will receive a lane change on the teachers contract~~

7.4.12 BILINGUAL/MULTILINGUAL RECRUITMENT AND RETENTION INCENTIVE: Effective July 1, 2022 MPS will provide a $500 recruitment and retention bonus for bilingual/multilingual candidates and current staff for positions at schools with dual language or heritage language and cultural programming.

1. The bonus will be paid upon hire and demonstration of ACTFL Certified Rating of at least Advance Low or an equivalent language assessment as determined by the District in the language focus of the school.
2. To support this effort, MPS will offer and cover the cost of an ACTFL assessment for current staff and candidates for positions with a language requirement at schools and as outlined in section three (3) of this article.
3. Schools with dual language or heritage language and cultural programming include: Andersen (Spanish), Anishinabe (Dakota and Ojibwe) Emerson (Spanish), Green (Spanish), Henry (Hmong), Hmong International Academy (Hmong), Lyndale (Somali), Northeast (Dakota and Ojibwe), Olson (Hmong), Roosevelt (Spanish), Sanford (Ojibwe), Las Estrias (formerly Sheridan) (Spanish), South (Dakota and Ojibwe) Sullivan (Somali).~~, South (Dakota and Ojibwe).~~

7.4.~~10~~ 13 Annual Step Increments: The salary schedule provides for annual step increments after approval by the Board of Education. In order to qualify for a full step increment, an individual shall have been on the school payroll for not less than one semester, or 110 days in a prior school year. However, no more than one step increment can be earned in any one school year. Teachers on a PSP must successfully complete PSP requirements and return to PDP or GPDP status to get a step increase. The step will then be granted retroactive to the beginning of that school year once successfully completed. MPS will Update [HR Guidelines for Teacher Placement document](https://docs.google.com/document/d/1kH_NHEo9AbGNVFwKuHaEI33hHSpg2jkqskANDug0vnI/edit?usp=sharing) to reflect the above changes to the 21-23 contract.

**PROPOSAL 9: SPECIALIST PROGRAMMING MOA**

As part of this package, Union will agree to withdraw this proposal

**PROPOSAL 10: SPECIAL EDUCATION RESOURCE TEACHER AND RELATED SERVICE PROFESSIONAL CASELOADS (MENTAL HEALTH SUPPORTS)**

 **12.2 Caseload Recommendations.**

**12.2.1 Special Education Teacher Caseload Recommendation:**

~~a. It is recommended that staffing caseloads take into consideration the need to engage in the broad range of professional activities necessary to:~~

~~1. Meet the intent of the Individuals with Disabilities Education Act (IDEA) by implementing appropriate and effective service options, and providing interventions designed to meet individual student needs,~~

~~2. Implement evidence-based practices, and~~

~~3. Meet mandated compliance, third-party billing, paperwork and other responsibilities.~~

~~b. Workloads for specific special education programs are delineated in MN Rule 3525-2325.~~

~~The following recommended caseloads are a goal to strive for while taking into consideration program, site, and individual student needs that determine the workload of special education teachers. The District will work towards reducing caseloads for special education staff.~~

Caseloads will follow either MPS Board Policy 5701 for Special Education Resource Teachers or Minnesota Administrative Rules, depending on teacher licensure and type of special education classroom (ASD, DCD, etc.). The Special Education Department shall enforce these ratios through the budget tie-out process. The District shall take all reasonable actions to finalize student placement decisions before budget tie-out to enable accurate data for determining student and staffing needs. Both parties acknowledge that additional placements may be needed.

**Audiologists:**  It is recommended that staffing caseloads of audiologists follow a ratio of 1:10,000 as a guideline at all general education settings across all grade levels.

**Developmental/Adapted Physical Education Teachers:** It is recommended that staffing caseloads of D/APE teachers follow a ratio of 1:40.

**Licensed Deaf/Hard of Hearing Itinerant Services Teachers:** It is recommended that staffing Caseload/Staffing of deaf/hard of hearing services teachers follow a ratio of 1:20.

**Licensed School Nurses:** ~~It is recommended that the District staff Licensed School Nurses at a 1:750 ratio for students in regular education, and 1:225 students in special education.~~ It is recommended that the District staff Licensed School Nurses based upon the Health Services Acuity Model.

**Occupational Therapists:**  It is recommended that staffing caseloads of occupational therapists follow a ratio of 1:25.

**Physical Therapists:** It is recommended that staffing caseloads of physical therapists follow a ratio of 1:25.

**School Psychologists:** It is recommended that staffing caseloads of school psychologists follow a ratio of 1:1,000 as a guideline at all general education settings across all grade levels.

**School Social Workers:**  Every school will have a minimum 1.0 School Social Worker. It is recommended that staffing caseloads of school social workers follow a ratio of 1:600 as a guideline at all general education settings across all grade levels. ~~This does not include special education allocations to school for citywide special education programs~~. Caseloads for school social workers shall follow a ratio of 1:250 at the 10% of elementary and Pre-K-8 schools with the highest proportion of students who qualify for educational benefits. If the District is unable to fill a social worker vacancy it will not be considered a violation of this article and will not be subject to grievance.

**Special Education Resource Teachers:**  ~~The District shall require buildings to staff special education resource teachers at a ratio of 1:20 but no greater than 1:23 students during the spring budget allocation staffing process. The Special Education Department shall enforce this ratio through the budget tie-out process. The District will work toward the reduction of maximum recommended caseloads for Special Education Resource Teachers from 1:23 to 1:20 as budget constraints allow.~~ The District shall require sites to follow MPS School Board Policy 5701 for staffing Special Education Resource Teachers. The Special Education Department shall enforce the formula through the budget tie-out process. The District shall take all reasonable actions to finalize student placement decisions before budget tie-out to enable accurate data for determining student and staffing needs. Both parties acknowledge that additional placements may be needed. If a Special Education Resource Teacher reaches a caseload of 23, an additional 55 minutes of due process time daily will be provided.

**Speech Language Clinicians:** It is recommended that the District staff speech language clinicians at a ratio no greater than 1:23 students.

**Vision Services Teachers:** It is recommended that staffing caseloads of vision services teachers follow a ratio of 1:22.

**12.2.2 Licensed School Counselors Caseload Allocation**

**Licensed School Counselors:** It is recommended that the District staff licensed school counselors at a 1:250 ratio for secondary counselors.~~, and 1:400 for elementary counselors~~. Licensed School Counselors shall follow a ratio of 1:250 at secondary schools with a student population of 70% or above qualifying for educational benefits. If the District is unable to fill a counselor vacancy it will not be considered a violation of this article and will not be subject to grievance.

If specific caseloads for social workers and counselors exceed the established caps, one of the following options may be implemented by the District with the goal being a cost-neutral option:

1. Balancing caseloads among other social workers and counselors
2. Adding licensed staff through the staff adjustment process
3. Reducing non-instructional duties
4. Other methods created collaboratively by the site, District, and MFT
5. At the end of the year, if a school ADM report indicates that the average number of students for the school year exceeded the established cap set forth above, the social worker or counselor shall receive a $1000 stipend.

 MPS will implement the solutions and communicate them to affected staff~~.~~

MPS and MFT agree that caseload caps will be reviewed and adjusted if MPS’ instructional model evolves and new models are created.

The caseload cap provision will not apply if any of the following apply:

* The District fails to renew any operating, class size, capital projects, or other voter approved referendum.
* Average Daily Membership (ADM) falls below 25,000 as reported by the Minnesota Department of Education.
* The percentage of students who qualify for educational benefits within the district fall below the state average.
* Moody’s, Standard and Poor’s (S&P) or Fitch Ratings (Fitch) lowers its rating on District debt or rates any district bond issue at or below the following grades:
	+ Moody’s: Baaa1
	+ S&P: BBB+
	+ Fitch: BBB+
* The District is in statutory operating debt (Statute: [MN Stat § 123B.81](https://law.justia.com/citations.html))

Caseload caps for social workers and counselors for each school year will take effect on October 1 of that school year and will extend until the end of that school year. The district retains all rights to create and modify budgets, allocate resources, project enrollment, place students, create or eliminate positions, and any other matters of inherent managerial policy.

**PROPOSAL 14: DUE PROCESS TIME**

As part of this package, the Union will agree to withdraw this proposal.

**PROPOSAL 23: COACHING, Reproposal**

## **~~Schedule C1 Senior High Athletics~~**

~~Effective July 1, 2006 2006-07~~

~~Athletic Director (for each: fall, winter, and spring) 3,751~~

~~Athletic Equipment Manager 4,928~~

**~~Coaches:~~**

~~Tier 1: Coaching Activities Covered~~

 ~~Basketball, Football, Hockey, Soccer, Swimming, Volleyball~~

 ~~Rates: Head Coach 5,710~~

 ~~Assistant Junior Varsity and Sophomore Coaches~~

 ~~(65% head coach) 3,725~~

 ~~9th Grade Coaches(55% head coach) 3,152~~

 ~~Additional Assistant Coach (45% head coach)~~

 ~~2,579 Tier 2: Coaching Activities Covered~~

 ~~Baseball, Gymnastics, Softball, Track, Wrestling~~

 ~~Rates: Head Coach 4,621~~

 ~~Assistant Junior Varsity and Sophomore Coaches~~

 ~~(65% head coach) 3,004~~

 ~~9th Grade Coaches (55% head coach)~~

 ~~2,541~~

~~Tier 3: Coaching Activities Covered~~

 ~~Badminton, Cross Country, Golf, Skiing, Tennis~~

 ~~Rates: Coach~~

 ~~3,512~~

~~Tier 4: Coaching Activities Covered~~

 ~~Adaptive Athletics (fall, winter, spring), Cheerleading (fall, winter),~~

 ~~Dance Team (fall, winter), Special Olympics (city-wide)~~

 ~~Rates: Coach 2,403~~

## **~~Schedule C2 Middle School Athletics~~**

~~In an effort to establish a healthy and safe environment in and out of school, the Middle School athletics program is deemed desirable and effective. The Minneapolis Federation of Teachers and Minneapolis Public Schools will continue to foster opportunities for middle school athletic and academic co-curricular activities. To that end, Middle School Athletic coaching positions as assigned through the MPS Athletics Department shall receive the following rates of pay:~~

~~Effective July 1, 2008~~ **~~2008-09~~**

~~Middle School Athletic Directors, per year: 2,210~~

~~---per sport: 368~~

~~K-8 Athletic Directors, per year: 1,891~~

~~---per sport: 315~~

~~Middle School Coaches: 1,576~~

~~Middle School Coordinator: 1,869~~

~~Middle School Assistants Football Coaches: 1,051~~

~~K-8 Coaches: 1,156~~

## **~~Schedule C3 Events Supporting Personnel~~**

~~Effective July 1, 2005~~

~~When support services for the following events are contracted, providers of such services shall be compensated at the specified rate of pay.~~

~~Event Supervisor, Ticket Seller, Ticket Taker, ............... $25 per Game, Match or Meet~~

~~Guard, Scorer, Timer, Event Judge, Clerk,~~

~~Assistant Clerk~~

~~Announcer, Head Timer, Starter (Track)....................................... $33 per Game, Match or Meet~~

~~Pep Band Director........................................................................ $55 per Night Game,~~

 ~~$28 per Day Game~~

~~Manager:~~

 ~~Badminton........................................................ $44 per Game, Match or Meet~~

 ~~Basketball.......................................................... $33 per Game, Match or Meet~~

 ~~Football, Day......................................................$39 per Game, Match or Meet~~

 ~~Football, Night................................................... $55 per Game, Match or Meet~~

 ~~Gymnastics........................................................ $33 per Game, Match or Meet~~

 ~~Hockey............................................................... $33 per Game, Match or Meet~~

 ~~Soccer, Day........................................................ $33 per Game, Match or Meet~~

 ~~Soccer, Night..................................................... $44 per Game, Match or Meet~~

 ~~Swimming......................................................... $33 per Game, Match or Meet~~

 ~~Track................................................................. $33 per Game, Match or Meet~~

 ~~Volleyball...........................................................$33 per Game, Match or Meet~~

 ~~Wrestling...........................................................$33 per Game, Match or Meet~~

 ~~Student Worker................................................. $14 per Game, Match or Meet~~