

Proposed on Dec 9, 2021

MFT Proposal: Article 2 Teacher Assignments and Schedules

The following proposal was made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and/or community members, and is subject to modifications and additions throughout the bargaining and/or mediation process.

Article 2 Teacher Assignments and Schedules

2.4.5 Reimbursement for Lost Preparation Time or Duty-Free Lunch

- a. Purpose: All teachers/RSPs are entitled to a preparation time and one-half hour daily duty-free lunch period every day within the defined student day. This time is for individual teachers to use as needed for instructional planning, reflecting on student performance, to plan, prepare, and resource the next steps needed with students. It is not time for conducting special education evaluations, re-evaluations, or complying with procedural requirements.
 1. Pay Rate: When teachers lose preparation time or duty-free lunch periods due to reserve teachers, Special Education Assistants (SEA's) or other student support staff who are absent, they shall ~~after the principal/supervisor has had an opportunity to find alternative coverage,~~ be paid at ~~the their an h~~ Hourly flat Pro-rated Rate of pay for such lost time. Teachers assigned during their preparation period to take the place of reserve teachers who are absent shall be reimbursed at ~~the their h~~ Hourly Pro-rated Rate of pay for the lost preparation period. These charges will be paid from district funds, and will not be paid from the work site budget.
 2. Additional Students: Teachers assigned any students from classes of reserve teachers, Special Education Assistants (SEAs), or other student support staff who are absent shall also be reimbursed at ~~the their~~ Hourly Pro-rated Rate of pay for each hour that additional students are placed with them.

Any licensed staff member who is assigned to take the place of reserve teachers, Special Education Assistants (SEA's) or other student support staff who are absent shall be reimbursed at their Hourly Pro-rated Rate of pay for the time that they are displaced from their regular job responsibilities.

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7.15 Hourly Pro-rated Rate:

7.15.1 Compensation Rate: Teachers shall be compensated at the Hourly Pro-rated Rate of pay for work performed for student instructional time outside the regular day and year, such as summer school and extended day/year teachers. Teachers shall be compensated at the Hourly Pro-rated Rate of pay for Lost Preparation or duty-free lunch periods and/or each hour they are

assigned Additional Students (See Article 2.4.5). Such teachers are paid at their current step and lane placement computed to an hourly rate.

*Summer school rates are calculated based on the annual pay earned in the school year in which summer session starts and the same rate remains in effect throughout that session.

7.16 Hourly Flat Rate:

7.16.1 Description: Teachers shall be compensated at the Hourly Flat Rate of pay for work performed as specifically indicated in the Agreement, such as hourly employment, ~~lost preparation or lunch time reimbursement~~, extended-time program assignments (see Schedule “D”), and for work performed beyond the teacher’s defined day not otherwise defined in this Agreement.

To compute the Hourly Pro-rated Rate, divide the teacher’s current annual salary* by the teacher duty days; that result is further divided by the hours in the teachers’ regular duty day less 30 minute duty-free lunch. Furthermore, teachers shall be paid one half (½) the amount of the full hourly rate for each additional full thirty (30) minutes worked. The hourly rate will be based upon 196 duty days per year and 7½ (8 hours per day less ½ hour duty free lunch).

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SCHEDULE G STAFF DEVELOPMENT, OTHER HOURLY RATES, STIPENDS

Hourly Pro-rated Rate:

Teachers shall be compensated at the Hourly Pro-rated Rate of pay for work performed for student instructional time outside the regular day and year, such as summer school and extended day/year teachers. Teachers shall be compensated at the Hourly Pro-rated Rate of pay for Lost Preparation or duty-free lunch periods and/or each hour they are assigned Additional Students (See Article 2.4.5). Such teachers are paid at their current step and lane placement computed to an hourly rate.

To compute the Hourly Pro-rated Rate, divide the teacher’s current annual salary* by the teacher duty days; that result is further divided by the hours in the teachers’ regular duty day less 30 minute duty-free lunch. Furthermore, teachers shall be paid one half (½) the amount of the full hourly rate for each additional full thirty (30) minutes worked. The hourly rate will be based upon 196 duty days per year and 7½ (8 hours per day less ½ hour duty free lunch).

[*Summer school rates are calculated based on the annual pay earned in the school year in which summer session starts and the same rate remains in effect throughout that session.]

Hourly Flat Rate: \$25/hr

Teachers shall be compensated at the Hourly Flat Rate of pay for work performed as specifically indicated in the Agreement, such as hourly employment, ~~lost preparation or lunch time reimbursement~~, extended-time program assignments (Article 7.21.1, and generally; Schedule “D”), and for work performed beyond the teacher’s defined day not otherwise defined in this

Agreement.

Teachers shall be paid at this rate for each full hour of time outside the defined school day during which they participate in approved activities. In addition, they shall be paid one half ($\frac{1}{2}$) the amount of this rate for each additional full thirty (30) minutes worked.