

High Quality Professional Development

Access to Teacher Professional Growth Opportunities

ARTICLE 18. TEACHING AND LEARNING FOR CAREER EDUCATORS

[New] SECTION 5. PROFESSIONAL GROWTH

Subd. 1. The Saint Paul Federation of Teachers and Saint Paul Public Schools support the professional growth of teachers and believe that it is essential to enhance teacher effectiveness, build confidence, and increase student learning. To that end, professional employees shall avail themselves of opportunities for refining their craft. Professional reading, participation in the professional activities of professional organizations, formal and informal study, workshops, in-service training courses, and community activities are examples of the kinds of involvement expected of teachers and encouraged by the Board.

Subd. 2. ALLOWABLE EXPENSES. Within the limits stated in this Section, funds shall be provided to pay the costs for professional memberships, attendance at national or regional conventions, workshops, clinics, or other professional meetings approved by the Superintendent. Such meetings shall be in areas of relevance to the contractual responsibilities of the individual and subject to the approval of the Superintendent. "Costs for attendance" shall mean registration fees, lodging, food, and travel. Expenses to be reimbursed shall be properly documented using the appropriate voucher form in accordance with District regulations. In addition to the allowance for conventions, workshops, etc., the allowance may be used toward dues for professional associations each year.

2.1. Allowances for Professional Memberships, Conventions, Workshops, or other Professional Meetings. Effective July 1, 2017, an amount not to exceed \$2,750 per year shall be made available for allowable expenses for each member of the bargaining unit for the 2017-18 and 2018-19 contract year.

2.2. A teacher may carry forward from the one contract year to the next the full individual allowance for conventions, workshops, etc., or a part thereof which remains unused. Such carryover amount shall be added to the allowance available for the subsequent contract year. The maximum individual allowance available (including any carry over) cannot exceed \$4,000 per contract year.

Subd. 3. OTHER MEETINGS

3.1. Educators may attend other professional meetings with or without loss of pay and with or without expenses at the discretion of the Superintendent.

3.2. Teachers selected or elected to serve on regional, state or national professional association committees, boards, or as officers shall be granted the time necessary to perform these duties without loss of rights, pay, and benefits.

Teacher Professional Development

[New]

MEMORANDUM OF AGREEMENT

Teacher Professional Development

This Memorandum of Agreement is by and between the Board of Education, Independent School District No. 625 (hereinafter “District”); and the Saint Paul Federation of Teachers, Local No. 28 (hereinafter “Federation”) exclusive representative for teachers. It is entered into for the sole purpose of establishing an agreement between the parties for providing relevant professional development for educators.

The District and the Federation agree that relevant professional development is critical for educators to grow in their practice, support student acceleration and achievement, sharpen their skills, and receive the supports and resources they require to be exceptional educators.

To that end, the parties have agreed to the following:

1. The District will collaborate with the Saint Paul Federation of Teachers to deliver professional development per Minn. Stat. 122A.61. The contract will be for the amount of the two (2) percent set-aside from the District budget. The collaboration between the parties will be outlined in a contract for services provided by the Saint Paul Federation of Teachers Teaching and Learning Center (TLC).
 - a. Professional development will be delivered by the TLC based on the professional development plan developed and approved by the Advisory Staff Development Committee.
 - b. Training provided will include, but not be limited to, teacher re-licensure requirements, foundational ELL, mental health data/trauma-informed, SET data, AOT requirements, Restorative Practices, due process, and NVCI.

[Signatures]

Teacher Academic Freedom

[New] SECTION 6. TEACHER INTELLECTUAL PROPERTY

All curricula, assessments, texts, inventions, and other educational and instructional materials created, developed (in whole or in part), and translated by teachers outside of their contracted duty days, except time during which teachers were paid by the District for curriculum writing or translating, are the exclusive property of the teacher. The district will not assert any ownership over these materials nor will it attempt to control, limit, interfere with or profit from any use, transfer, sale, or reuse of these materials.

Other Non-Classroom Positions

[New] Add to Memorandum on the Professional Issues Committee:

All non-classroom “Teacher on Special Assignment” (TOSA) positions, including but not limited to building, program and district coaches, not specifically mentioned in the collective bargaining agreement or in another agreement between the parties, will be reviewed yearly at the PIC. Information provided by Human Resources will include the number of positions, FTE of each position, name of current job-holders, building or program where the position is based, length of time at those positions, and job descriptions and responsibilities for each position. It will be the intent of the parties to return TOSAs to direct student contact positions after a maximum of three (3) years in their TOSA positions.