



Minneapolis Federation of Teachers and ESPs  
A Union of Professionals



Standing Together for Students!

## ESP Bargaining 2019-2021

Name:

Date: 10.28.19

Article: 6

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Topic: Universal ESP Training

### Language Change Proposed:

6.3 Professional Development for New Educational Support Professionals: Newly hired Educational Support Professionals shall receive an initial orientation and training related to their work with students who receive general and special education services, as applicable to their assignment, and their awareness of district and state policies, that shall be in compliance with the Minnesota statutory provisions. (MN Department Of Education, Paraprofessionals, Minnesota Statutes 120B.363, subdivision 3; Minnesota Statutes 125A.08 (c) (1 - 3); Minnesota Statutes 120B.363 Subsection 3.)

6.4 On-Going Continuing Professional Development for All Educational Support Professionals: The school district and the union jointly agree to the following assumptions that support the access of all Educational Support Professionals to annual district wide, school site, or programs specific professional development.

Successful professional development is focused on student learning, needs, and achievement.

A school climate for professional learning and growth provides opportunities for collaboration, dialogue, and training focused on school and staff work for the purpose of improving student achievement. As such, Educational Support Professionals must be provided with opportunities to participate in relevant and differentiated trainings from year to year, to build on their effectiveness in serving all students. Educational Support Professionals who work with students who receive special education services shall receive at least two (2) hours of special education training annually.

ESP who work with students who receive special education services shall receive at least two (2) hours of foundational special education training out of the twenty-four (24) paid professional development hours.

~~Effective July 1, 2014,~~ Educational Support Professionals will be provided no fewer than four (4) days paid professional development annually. A day shall consist of at least six (6) hours. The district will provide employees who are required to work on scheduled professional development days the same number of hours of comparable professional development ~~scheduled by the district~~ at a time mutually agreed upon by the employee and the supervisor.

Attendance at staff development activities or trainings is mandatory, as directed by the employee's administrator(s) or their site, and/or the District. All Educational Support Professionals must participate in staff development activities or trainings on designated days. Those Educational Support Professionals who have two concurrent assignments with work schedules that may prohibit them from participation in staff development or training activities, mandated by statute or job description, are expected to work with their supervisors to identify flexible opportunities to meet such mandated obligations. ~~Substitute assignments shall not take precedent over mandated professional development or training opportunities.~~

Educational Support Professionals may use accumulated vacation leave for staff development days for any portion of that day that is within their regularly scheduled hours but during which there is no professional development offering. Employees may use accumulated sick leave for purposes of illness. Sick leave shall be granted as outlined in Article 10, Sick Leave; and shall be subject to approval and verification by the District. The District may require the employee to furnish a report from a recognized physical or mental health authority attesting to the necessity of the leave in cases of suspected fraudulent sick leave claims.

\*agree to lower case "p" and "d" in section 6.4

\*agree to including "Article" in section 6.4

\*agree to add "programs" in last paragraph of 6.4