



Minneapolis Federation of Teachers and ESPs  
A Union of Professionals



Standing Together for Students!

## Counter Proposal

### ESP Bargaining 2019

Date: 10.28.19

Article: Article 19 - Reduction In Force

Topic: Minneapolis Kids

#### Language Change Proposed:

Article 19 Reduction In Force

#### 19.14 Minneapolis Kids Program:

19.14.1 **Description of Positions:** Positions in the Minneapolis Kids Program vary by assignment, may be for a period of up to 52 weeks per contract year, and are determined annually based on student enrollment and budget allocations.

19.14.2 **Assignments:** Positions shall be offered through the continuous posting process. Changes in an employee's status shall be reviewed with the affected employee prior to budget tie out.

a. **Change in Status:** If an employee's position has decreased in hours or weeks they may excess themselves or layoff pursuant to Article 19.6 and 19.7 (Reduction in Force).

1) **Effective Date of Change:** Changes in status are effective at the end of the school year.

b. End of School Year: Employees may choose ~~shall continue~~ to work as duty days during the ~~two week~~ period between the end of the school year and the start of the summer program. (have discussion with District at the table)

**19.14.3 Summer Placement:**

a. **Eligibility:** Both permanent employees who are classified as 52 weeks and permanent employees who are classified as less than 52 week shall be eligible and given preference for summer employment.

b. **Application for Placement:** Permanent Minneapolis Kids employees will be notified of summer employment opportunities no later than April 15th. Employees will have a minimum of 5 calendar days until April 30th to respond to the notification. Permanent employees who are interested in summer employment must notify the Minneapolis Kids Program Manager or Program Specialist.

c. **Selection:** In order to maintain continuity, the Minneapolis Kids Program Manager shall determine summer placements of up to 8 hours per day based on the following considerations:

1) In seniority order to staff who are classified as 52 weeks within the building or merged program.

2) In seniority order to staff who are classified as less than 52 weeks within the building or merged program

- Staff who are 20 or more hours per week in their permanent assignment
- Staff who are less than 20 hours per week in their permanent assignment

**19.14.4 Reductions:** Assignments are based on enrollment. Whenever it becomes necessary to reduce or eliminate personnel and/or hours of employment at a site due to a decline in enrollment at a level below a staff to student ratio **of 1:12**, the Minneapolis Kids Program Manager shall discuss the reduction with the affected employee(s) and the Union.

The following steps shall be taken:

a. All temporary employees shall be terminated before a reduction can occur.

b. Employees in the affected classification at the site will be canvassed in seniority order giving them the option to be excessed.

c. If no employee in the affected classification chooses the option to be excessed, reductions will occur beginning with the least senior employee in the affected classification at the site, and continuing in seniority order until the appropriate staffing level is reached at the site.

d. Administrative transfers may be utilized to move staff pursuant to Article 17.6.

**19.14.5 For clarification:**

a. 52 Week ~~Site Coordinators~~ and Child Care Assistants: Total hours remain the same (school year and summer); however, during the summer sites may be merged based on programmatic needs.

b. 52 Week Child Care Assistants Assigned to Minneapolis Kids (cadre): Total hours remain the same (school year and summer) based on programmatic needs. Staff will be assigned to Minneapolis Kids and will be utilized primarily to support kids with special needs by providing 1:1 care. Staff will also be utilized to care for mainstream students and to maintain site staff to student ratios.

