

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #27
OCTOBER 26, 2023**

Licensed Contract

Itinerant Deaf/Hard of Hearing teachers

[New]

The district recognizes that Deaf/Hard of Hearing students are a low incidence population who need specialized services from qualified teachers who possess unique training, skills, expertise, credentials, assessment training, etc. that other licensed special educators are not trained or qualified to provide.

Staffing for itinerant DHH teacher allocations takes into consideration enrollment trend data for all students receiving DHH services, which includes students with primary disabilities other than DHH. Staffing will also assume an increase in student numbers and teacher caseloads over the course of a school year due to child find and identification of new students with hearing loss.

In determining staffing, workloads, and caseloads for itinerant deaf/hard of hearing (DHH) teachers, the district and union will use an agreed upon tool that takes into consideration for each teacher the number of direct and indirect service minutes, evaluation and reevaluation time, IEPs managed, the number of schools served, travel time, and the number of students grouped together for service.

Caseloads will be based on an FTE calculation from the agreed-upon tool, not to exceed a caseload of 20. If a teacher has an FTE calculation over 1.0 or a caseload over 20, the team will work to equalize caseloads among the team. If it is not possible to do so, any teacher with a calculated FTE over 1.0 will be paid for extending their duty day and paid at their regular rate of pay. Teachers will not be required to work more than 1.0 FTE. If all FTEs are added together and there is an overage of .5 FTE or more on the team, the parties agree to meet to discuss staffing options: adding allocations, paying existing staff overload pay at regular rate, hiring licensed DHH teachers through a consulting group, etc. If the district cannot find qualified, licensed DHH teachers to fill vacancies, they will hire long-term subs or contract with independent consultants who are fully qualified, licensed DHH teachers in order to provide IEP services.

