

**SAINT PAUL PUBLIC SCHOOLS
PROPOSAL 4T
ARTICLE #14
05/29/2025**

**Licensed Contract
ECFE Prioritizing Birth-Three**

RATIONALE:

Our current Early Childhood Educators focus primarily on preschool-aged children (3-5 years old), which needs to shift. [ECFE Statute 142D.10 Subd 2](#) specifically emphasizes the importance of birth through three-year-olds, prioritizing their programming while recognizing that four and five-year-olds often have access to other educational opportunities. Our Early Childhood Educators, while licensed to work with all children in the program, must realign their focus to prioritize birth through three-year-olds, ensuring these crucial developmental years receive the attention and resources mandated by the statute. This shift doesn't diminish the importance of older children, but rather ensures we meet the foundational needs of our youngest learners as intended. This needs to shift back to birth-five year olds as per, keeping the licensed educators focus on ALL children in the program, but prioritizing birth through three year of age.

ECFE Statute 142D.10 Sub 2 states:

(a) Early childhood family education programs are programs for children in the period of life from birth to kindergarten, for the parents and other relatives of these children, and for expectant parents. To the extent that funds are insufficient to provide programs for all children, early childhood family education programs should emphasize programming for a child from birth to age three and encourage parents and other relatives to involve four- and five-year-old children in school readiness programs, and other public and nonpublic early learning programs.

**ARTICLE 14. TEACHERS BASIC CONTRACT YEAR AND TEACHERS DAY
SECTION 3. LENGTH OF TEACHERS DAY
Subd 6. EARLY CHILDHOOD FAMILY EDUCATION**

The parties recognize that ECFE is a unique educational program and, accordingly, requires particular consideration in this Agreement. In recognition of uniqueness of the ECFE educational program:

- Scheduled hours and assignments for ECFE staff shall be established and assigned by the District.
- ECFE staff duties will be determined by the job description.
- Regardless of FTE, no ECFE staff member will be required to work more than two evenings a week. Working on Saturday is equivalent to working an evening.
- ECFE staff can choose to work more than 2 evenings a week.
- Contiguous class schedules will be prioritized, to a reasonable extent.

- Individual schedules will include a designated lunch time assigned by the supervisor.
- No staff will be required to work longer than a 12-hour duty day.
- Tentative schedules for ECFE will be provided on or before May 30th for the next school year. ECFE schedules will be finalized by the end of September for the current school year. If enrollment or program changes, after the end of September, staff schedules may need to change. Proposed changes will be shared with staff. Any changes to the (tentative) schedules will be communicated with at least a 10-calendar day notification by the ECFE administration.
- Parent and staff input will be gathered before a Saturday program would be initiated as stated in the ECFE Statute. Assignment of Saturday hours will be first voluntary and then in reverse order of seniority.
- **Early Childhood Teachers expected to prioritize their time ensuring that the licensed educator is doing the planning, assessments, necessary paperwork (special education and general education), family meetings and all teacher responsibilities for all the children in ECFE, especially focusing on Birth through three year olds as per statue [ECFE Statute 142D. 10 Subd 2](#).**