

**SAINT PAUL PUBLIC SCHOOLS
PROPOSAL 1 EA
ARTICLE #7
05/29/2025**

**EA Contract
EA Duties clarification**

RATIONALE for length of day change:

ECFE is a vital program dedicated to serving our community, particularly those who are often underserved. Given recent reductions in ECFE programming, it's crucial that we extend our offerings and remove existing limitations for families, rather than creating new ones. Our past practice of limiting staff to working only two evenings per week has created a significant barrier to achieving this goal. We know that both mornings and evenings are the most accessible times for families to attend classes, and this restriction actively hinders our ability to meet their needs.

To truly fulfill ECFE's mission, offering robust morning and evening class options is key. The current two-evening limit severely restricts the number of viable classes we can offer and impacts enrollment.

Increasing staff availability to three evenings per week would provide several key benefits:

- **Expanded Community Access:** Additional evening classes would significantly increase available slots, directly addressing community demand for flexible scheduling. This allows more families to participate in programs that fit their busy lives.
- **Optimized Resource Utilization:** Our facilities and resources are currently underutilized on potential third evenings. Expanding class offerings would maximize the use of our space and equipment, leading to more efficient and cost-effective operations.
- **Improved Program Viability:** More evening classes means more opportunities to reach enrollment targets and ensure the financial health of our programs. This, in turn, allows us to offer a wider range of activities and maintain a robust schedule year-round.
- **Meeting Diverse Needs:** Families have diverse schedules and commitments. Offering an additional evening class provides greater flexibility, making our programs accessible to a broader demographic within the community.

Increasing our ECFE evening class offerings to three nights per week is essential. It will allow us to better meet community demand, optimize our resources, and ultimately strengthen the overall delivery of our critical programs.

RATIONALE for duties change:

Early Childhood Teachers are responsible for all planning for all the children's classrooms regardless of age. They are the licensed staff who are trained in best practices and developmentally appropriate guidelines. All plans and changes will be shared with all EA support at Team meetings, and all EA staff will use their prep time under the direction of the Early Childhood Teacher. ECFE statute focuses on the importance of Birth through three years olds prioritizing four and five year olds to go to other programming. Currently our ECFE Early Childhood Educators focus on preschool aged children (3-5 years old). This needs to shift back to birth-three year olds as per [ECFE Statute 142D. 10 Subd 2](#),

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 7. EMPLOYEES' BASIC WORKDAY AND YEAR

SECTION 12. SCHEDULES, ASSIGNMENTS, AND ADDITIONAL DUTIES

ECFE. 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~~ **three** evenings a week. Working on Saturday is equivalent to working an evening.
- ECFE staff can choose to work more than ~~2~~ **three** evenings a week.
- Contiguous class schedules will be prioritized, to a reasonable extent.
- Classroom ECFE EA staff will be provided with individual work schedules that include adequate time to complete duties which include time before and after class for set-up and clean-up, travel time, a designated lunch time assigned by the supervisor, and ~~planning time for EA Room Leaders for each class.~~ **1 hour team time for all classroom staff.**
- 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.