

The following proposals made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and community members, are subject to modifications and additions throughout the bargaining process. It is mutually understood that all dates will be updated in the contract as part of any agreement.

**Article XII. Working Conditions**

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**Section B.**

**3. As a minimum staffing pattern: The District will staff licensed teachers in art, library media, music, and physical education at each site a 1.0 FTE for every 0-500 students. In addition, the instrumental music program will be staffed by licensed instrumental music teachers to provide fourth through twelfth students instrumental music as elected by families. There will also be sufficient FTE at each middle and high school setting to ensure a choral program is offered. The library media program will be staffed at the levels specified in the table that follows:**

**Exhibit 1. Staffing for Library Media Specialists (Excerpted from: 2016-2017 Staffing Recommendations, Teaching and Learning, Table 2).**

<b><u>Enrollment</u></b>	<b><u>Licensed Library Media Specialist</u></b>
<b><u>0-500 students</u></b>	<b><u>1.0 FTE</u></b>
<b><u>500-750 students</u></b>	<b><u>1.5 FTE</u></b>
<b><u>750-1000 students</u></b>	<b><u>2.0 FTE</u></b>
<b><u>1000+ students</u></b>	<b><u>2.0 FTE</u></b>

**The district will provide the infrastructure for equitable access to physical spaces such as a library, art room, gym, and music room at each site.**

**To support students' equitable access to resources, each specialized content area of art, library media, music, physical education, and instrumental music will receive a dedicated per pupil allocation per site. Equitable access to resources will include:**

- 1. The District will continue the current allocation of library materials with a per pupil allocation per site library. In 2018-2019 the District will increase the allocation to the national average for public school libraries of eleven dollars (\$11) per pupil for library materials as reported in 2012 by the American Association of School Librarians. The average per pupil allocation for private school libraries is sixteen dollars (\$16) per pupil. Every year after 2019-2020, this allocation will increase by \$0.25 per pupil per year. The allocation will be used by licensed library media specialists to purchase**

books, magazine, ebooks, or newspapers for libraries as determined by collection needs.

2. All specialists, including librarians, will receive a minimum professional allocation of two dollars (\$2) per pupil to spend on resources/supplies to increase will increase by \$0.25 per pupil per year.
3. All specialist disciplines i.e. art, library, music, instrumental music, and physical education will develop, review and adopt new standards and curriculums on a four year continuous cycle.
  - a. one year to review the literature and standards
  - b. second year to develop and review new standards and possible curriculum
  - c. third year to pilot possible curriculum(s)
  - d. fourth year for training and adoption of curriculum and standards.
4. Funding for specialized content areas (i.e art, library, music, instrumental music, and physical education, will be equitable across disciplines as determined by MFT and The District.