

Filename: Art. 2 - Mandatory Training/Salary Rate

The following proposal was made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and community members, is subject to modifications and additions throughout the bargaining process.

All underlined text is new language.

P10 - ARTICLE II. TEACHER ASSIGNMENTS AND SCHEDULES

Use of Time for Professional Development: The MPS and the MFT are committed to continuing to explore a more comprehensive, effective, and efficient use of time. This includes job-embedded professional development opportunities that enhance and accelerate student learning, the quality of teacher/RSP effectiveness, and use of school budgets. Professional development is critical to improve the instructional skills and knowledge of all teaching/RSP staff. To that end, the District Staff Development Advisory shall:

- Research and explore new uses of time for instruction and professional development.
- Support individual teachers, teams of teachers, RSPs, or schools who use time in more flexible ways to enhance student achievement.
- Recommendations to all District departments whose operations impact the use of time, such as Payroll, Transportation, Food Services, Facilities, Division of Human Resources and others.
- The District in consultation with MFT may provide additional days of professional development for all teachers/RSPs as defined in Article II of this Agreement.
- When a training does not involve job-related subject matter essential to an assignment and there is an option to attend during the school year or during a recess period, Teachers/RSPs who choose to attend training outside of regularly scheduled duty time will be paid at the Staff Development Hourly Rate, Schedule G. Participation is on a voluntary basis.
- When a training involves job-related subject matter essential to an assignment (e.g., new curriculum, special education due process procedures, AVID, etc.), Teachers/RSPs who choose to attend training outside of regularly scheduled duty time will be paid at their salary rate (Hourly Pro-Rated rate, Schedule G).
- The professional development will be delivered by teachers, designated district personnel and/or District approved providers. Professional development offerings shall be aligned with the needs of the students at each site.
- RSPs will be supported to choose their own professional development.
- Sites may wish to offer site-based professional development institutes. Plans for site-based professional development institutes must be submitted to the District Staff Development Advisory for prior approval. Approval will be based on criteria developed by District Staff Development Advisory, using a process similar to that used for approval of Exemplary Grant awards. Site-based professional development institute's must be consistent with and included in the site's Site Improvement Plan.