

St. Paul Federation of Educators — Minnesota's First AI Collective-Bargaining Protections for Teachers

AI in Education · Good practice · United States of America

Quality score: 40/100

Evidence strength: Descriptive / self-reported

Summary

Saint Paul Public Schools' 2025 contract with the St. Paul Federation of Educators bars adverse employment action based solely on AI-generated data and protects jobs from generative-AI-driven cuts, one of the first ratified K-12 union deals of its kind.

Key dimensions

Dimension	Score
Evidence of learning impact	0/3
Equity & inclusion	1/3
Transparency, ethics & data protection	2/3
Teacher capability & pedagogy	1/3
Scalability & sustainability	2/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-08-17

[St. Paul Federation of Educators \(AFT Local 28\)](#) — accessed 2026-08-17

[NEA — Bargaining AI in Higher Ed \(national context\)](#) — accessed 2026-08-17

[EdWeek — AI Is Changing Teaching, But Few Labor Contracts Reflect It](#) — accessed 2026-08-17

[SPFE28 — Contracts](#) — accessed 2026-08-17

Cite this — Evidoria. *St. Paul Federation of Educators — Minnesota's First AI Collective-Bargaining Protections for Teachers*. Persistent ID: 79bd52e2-13d2-43a8-a91c-4918da7dd891.