

SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #15
November 18, 2021

Memorandum of Agreement

Equity Professional Development and Building Leaders

District Policy 101.00 (Racial Equity) obligates the District and Federation to agree to initiatives aimed at raising achievement for all students while closing gaps among different groups of students and eliminating the racial predictability of disparate academic outcomes. The Racial Equity Policy acknowledges, "Saint Paul Public Schools (SPPS) students deserve respectful learning environments in which their racial and ethnic diversity is valued and contributes to successful academic outcomes." The Gender Inclusion Policy (500.00) also states, "SPPS students deserve respectful and inclusive learning environments that value students' gender identity and gender expression.

Therefore, the parties will work together to develop a team of building coaches called Equity LEADS. Equity LEADS will be selected by the building staff to take on the role of leading equity initiatives and professional development at their site. They will work closely with the Office of Equity to be trained in their role and to receive on-going coaching. Equity LEADS will be paid at the workshop rate in Appendix D for two (2) additional days of professional development each summer, four (4) additional hours per month during the school year for receiving coaching and training from the Office of Equity, and an annual stipend of \$1,500.

The parties will develop a work group comprised of the SPFE President and their designees and the SPPS Office of Equity staff to develop a plan to pilot the implementation of Equity LEADS at 15 schools during the 2022-23 and 2023-24 school years. Schools that are selected to be pilot sites will designate one (1) of their four (4) monthly meetings for equity training led by the Equity LEAD.