

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #28
OCTOBER 26, 2023**

**Licensed Contract
SCSP Contract
EA Contract**

Gender Equity Policy and LGBTQIA+ Affinity Group

[NEW ARTICLE]

SECTION 1. GENDER EQUITY POLICY.

The district's Gender Inclusion Policy (Policy 500.00) shall also apply to employees. Based on this, staff have the right to note and change the following in SPPS systems to accurately reflect who they are: name, pronouns, gender identity, and marital status.

SECTION 2. AFFINITY GROUP.

The District will continue current practice in recruitment and retention of educators who identify as LGBTQIA+. In addition, the District will allocate \$20,000 per contract year for the purpose of providing support and development of members who identify as LGBTQIA+ in School and Community Service Professional, Educational Assistant and Teacher Affinity Groups. A committee composed of equal members of the District and members of all bargaining units of the Federation will determine how the allocated money shall be used.