



Equity Impact Statement: Boston Teachers Union Health and Safety Agreement

SY 2022-23 Boston Teachers Union Health and Safety

Title: Memorandum of Agreement

Date: 9/28/22

Was the [Racial Equity Planning Tool](#) used? Yes No

If yes, insert date(s) of REPT meetings and link to completed REPT here: _____

Did a member of the Division of Equity, Strategy and Opportunity Gaps review this statement? Yes No

BPS Racial Equity Planning Tool Sections	Summary/Rationale
<p>1. Proposal/Presentation & Impact <i>What are the proposal's/effort's desired outcomes, including in eliminating disparities? Who led this work/planning, and do they reflect BPS students' and families' group identities (key groups include individuals who are Black, Latinx, Asian, indigenous, immigrant, multilingual, and have Special Education experience)?</i></p>	<p>The Memorandum of Agreement (MOA) between the Boston School Committee (BSC) and the Boston Teachers Union (BTU) details COVID-19 Health and Safety protocols for the 2022-23 school year. The agreement aims to make every effort to continue in-person learning while ensuring the health and safety of students, families, educators, and other school and district employees. The pandemic continues to have disparate impacts on members of historically marginalized populations, and this agreement is an important part of the district's and the City's overall strategy to mitigate those impacts.</p> <p>The BTU and district negotiating teams, which largely reflect the demographics of our students and families, crafted this agreement.</p>
<p>2. Alignment with the Strategic Plan <i>How does the proposal/effort align with the district's strategic plan?</i></p>	<p>This agreement aligns with the following commitments in the Strategic Plan:</p> <p>2.7 Make every school a safe space for every BPS student, offering the support and protection needed to learn, grow, and thrive.</p> <p>5.4 Make BPS a place where educators and staff want to be employed because they are focused on serving our students, and feel valued and supported in their work.</p>
<p>3. Analysis of Data <i>What data was analyzed? Was it disaggregated by race and other key groups? What did it show regarding disparities?</i></p>	<p>Because district and City data shows that the COVID-19 pandemic has disproportionately impacted our Black and Brown students and staff, and students and staff with disabilities, it's vital that we follow the recommendations from the Boston Public Health Commission to keep our students and staff safe by implementing clear, rigorous health and safety protocols.</p>
<p>4. Stakeholder Engagement <i>Who was engaged (quantity, key groups, and roles) and how, and what did that yield? What did students/families most impacted by this proposal/effort say?</i></p>	<p>These negotiations were between the district and the union, but we did take into consideration key concerns that families, school staff, and students have shared about what is important to them regarding COVID-19 protocols at various community meetings throughout the pandemic.</p>
<p>5. Racial Equity Strategies <i>How does this proposal/effort mitigate disparities and increase racial and other equity? What are possible unintended consequences? What complementary strategies will further advance equity?</i></p>	<p>By ensuring BPS has strong agreed-upon health and safety protocols in place, the district and the BTU will partner to mitigate health disparities. We aim to maintain safe in-person learning through the protocols outlined in this agreement, as well as complementary strategies related to distributing free home tests, providing opportunities for vaccination, and constantly communicating with staff and families on the school level.</p>
<p>6. Budget & Implementation <i>What are the budget impacts? How will implementation ensure all objectives, particularly equity-related objectives, are met? What are the</i></p>	<p>The components of this agreement are already budgeted for this school year. No additional funds are needed as a result of this agreement .</p>

<p><i>group identities of the implementation team, and will they bring an equity lens?</i></p>	
<p>7. Accountability & Communication <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible?</i></p>	<p>The MOA will be implemented collaboratively by school, district, and union leaders. The Office of Labor Relations will play a key role in ensuring implementation in partnership with BPS Health Services.</p>