



## Equity Impact Statement for School Committee Proposal

**Title:** BASAS Collective Bargaining Agreement **Date:** November 18, 2020

**Was the [BPS RACIAL EQUITY PLANNING TOOL](#) used? (Yes or No):** No

BPS Racial Equity Planning Tool Sections	Summary/Rationale
<p><b>1. Proposal/Presentation &amp; Impact</b> <i>What is the proposal's/presentation's desired outcomes and impact? Who led this process and do they reflect the diversity of BPS students/families?</i></p>	<p>Boston Public Schools proposes to enter an agreement with the Boston Association of School Administrators and Supervisors (BASAS) extending the prior collective bargaining agreement (CBA) with the Boston School Committee from September 1, 2016 through August 31, 2020. This agreement should not impact student services.</p>
<p><b>2. Alignment with the Strategic Plan</b> <i>How does the proposal/presentation align with the district's strategic plan?</i></p>	<p>This extension aligns with Commitment 5: Cultivate Trust. The extension provides BASAS employees with similar wage increases that other employee groups in the district have already received in their most recent CBA extensions.</p>
<p><b>3. Analysis of Data</b> <i>What data did you use to analyze the issue/subject? Was it disaggregated by race? What did it show regarding disparities of historically marginalized populations?</i></p>	<p>N/A</p>
<p><b>4. Stakeholder Engagement</b> <i>Who was engaged (quantity, demographics, and roles), how and what did it yield? What did the students/families most impacted by the proposal/presentation say?</i></p>	<p>During the four years of bargaining with BASAS, the School Committee has been consistently engaged and updated through executive sessions. BPS's bargaining team was a diverse group of management level employees advocating on behalf of the district and BPS students. Given the confidential nature of collective bargaining, BPS parents and students are not directly involved in the process.</p>
<p><b>5. Racial Equity Strategies</b> <i>How does this proposal/ presentation mitigate disparities and increase equity, particularly racial equity? What are the unintended consequences? What complementary strategies will further advance equity?</i></p>	<p>Failure to enter an agreement with BASAS could have led to labor unrest, and unnecessary disruption to school learning environments as administrators and supervisors became increasingly upset over the lack of a CBA. Staff dissatisfaction would have eventually impacted the education of our student body, who are overwhelmingly students of Color.</p>
<p><b>6. Budget &amp; Implementation</b> <i>What are the budget impacts? How will implementation ensure equity objectives are met? Are there leadership and personnel who are Black, Latinx and bring a racial equity lens?</i></p>	<p>This agreement will result in the following costs to be paid through a year-end reserve for this purpose except as noted:</p> <ul style="list-style-type: none"> <li>● <b>Annualized cost at the end of the 4-year contract:</b> 8.2% more than at the beginning of the contract (FY17)</li> <li>● <b>FY17 increase:</b> \$375,505 <b>FY18 increase:</b> \$833,621</li> <li>● <b>FY19 increase:</b> \$1,300,899</li> <li>● <b>FY20 increase:</b> \$1,777,522</li> </ul>



	<ul style="list-style-type: none"><li>● <b>Annualized Ongoing cost:</b> \$1,857,220 (<i>BPS requesting a FY21 supplemental appropriation request</i>)</li></ul> <p>Given that the agreed-upon wage increases have been budgeted, this agreement should not have any negative impact on other student services.</p>
<p><b>7. Accountability &amp; Communication</b> <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible for this?</i></p>	N/A