



**Equity Impact Statement:
Boston Teachers Union Vaccine Verification Policy
Memorandum of Agreement**

Title: Director of Labor Relations

Date: 2/15/22

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 City of Boston's Vaccine Verification Policy aims to achieve a fully vaccinated workforce to best ensure the safety of the district's staff, students, and families during the pandemic. The desired outcome of the proposed Memorandum of Agreement (MOA) with the Boston Teachers Union (BTU) is to 1) ensure that only fully vaccinated employees are serving our students during periods when Covid-19 is surging in the local area, and 2) maintain a racially diverse team of educators at BPS given that the majority of unvaccinated employees are of Color.</p> <p>While the proposed MOA applies solely to BTU members, the district intends to seek agreement from all BPS unions to the same or very similar MOAs.</p> <p>The development of the MOA was spearheaded by Mayor Wu's team, particularly Chief of Policy Mike Firestone, and the Boston Public Health Commission (BPHC), led by BPHC Director Dr. Basola Ojikutu.</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 proposal aligns with the commitment in the district's strategic plan as follows:</p> <ul style="list-style-type: none"> ● 1.2 Hire and retain a workforce that reflects the racial, ethnic, and linguistic diversity of the students and families we serve; ● 1.8 Develop capacity to address health and social contributors to opportunity gaps, ● 2.7 Make every school a safe space for every BPS student, offering the support and protection needed to learn, grow, and thrive; and ● 5.6 Increase transparency and accountability by providing new data tools, dashboards, and public reporting.
<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>The City has consistently analyzed data regarding local intensive care unit occupancy, hospitalization rates, and community positivity. BPHC analysis of this data led to the establishment of the metrics that will guide the City's decision-making related to surge zones.</p> <p>In addition, the Boston Public Schools has tracked employees' compliance with the Vaccine Verification Mandate. As of February 16, if the data remains unchanged, 92% of BPS employees will be in full compliance; 8% will not be in compliance. Of those who will not be in compliance, 1% self-identify as Asian, 56% as Black, 17% as Hispanic/Latinx, 1% as Native American, and 4% have declined to identify. This indicates that terminating all unvaccinated employees would likely lead to a significant number of employees of Color leaving the district.</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>This proposal resulted from negotiations between Mayor Wu’s team and the leaders of the BTU, as well as the City’s public safety unions.</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>This proposal will mitigate disproportionate departures of BPS employees of Color, while still protecting our staff, students, and families from the higher likelihood of infection from unvaccinated employees during surge periods.</p> <p>An unintended consequence of this proposal is the possibility that BPS students will experience short or even lengthy time periods where their teachers, paraprofessionals, and other key staff members in their schools will be on leave. It may be difficult to find coverage for those who take leaves given the current shortage of substitutes, and the proportion of substitutes who are not fully vaccinated (19%). In a time period where the district is seeking to accelerate learning and provide stability in student-staff relationships, these absences may have negative impacts, particularly on students from traditionally marginalized groups.</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 group identities of the implementation team, and will they bring an equity lens?</i></p>	<p>There will likely be an impact on the budget due to the need to provide substitute coverage for BTU members on leave due to their vaccination status. The primary implementation team is composed of the Boston Public Health Commission (tracking surges), Office of Human Capital (tracking compliance and securing coverage), and school leaders (enforcing compliance and addressing students’ learning and other needs). These departments will bring a consistent equity lens to their efforts.</p>
<p>7. Accountability & Communication <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible?</i></p>	<p>As the district implements the MOA, we will report back to the Boston School Committee and the public regarding key metrics of the pandemic, impacts on staffing, and impacts on school communities.</p>