



Equity Impact Statement: Bus Monitors Contract

Title: United Steelworkers Local 2936 Tentative Agreement

Date: January 18, 2023

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

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

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 & Impact <i>What are the proposal'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 Boston Public Schools (BPS) and United Steelworkers Local 2936 (Bus Monitors' Union) negotiated and reached two tentatively agreed-upon Memoranda of Agreement ("MOAs"), which were ratified by the union membership on December 17, 2022. The Agreements – one for two years and one for three years – are being submitted to the School Committee for approval.</p> <p>One of the BPS Department of Transportation's biggest challenges is the shortage of bus monitors, as it negatively impacts access to education for students with special needs. With this agreement's increase in pay, benefits, and bonuses, we hope to better retain our current workforce, attract more candidates, and train our monitors more effectively.</p> <p>The Transportation leadership team and Office of Labor Relations led this work. This group is representative of the racial and other demographics of the BPS community.</p>
<p>2. Alignment with the Strategic Plan <i>How does the proposal align with the district's strategic plan?</i></p>	<p>The district's strategic plan is centered in the elimination of opportunity gaps and advancing educational equity. By increasing compensation for bus monitors, this proposal will mitigate one key barrier to transporting students with special needs to and from school safely.</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>Bus monitors are paid an average of approximately \$18,000 per year under the previous contract. Over 90% of the monitor workforce are people of color. Knowing that this is not an adequate living wage, we researched pay scales in several districts comparable to ours, and put forth the current proposal that includes higher pay at an hourly rate, additional paid time off, and hiring and retention bonuses.</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>Families of students with special needs, advocates, and community members have consistently expressed the need to fill every bus monitor opening, and retain our bus monitor workforce. We believe that this proposed contract will help achieve that vital goal.</p>
<p>5. Racial Equity Strategies <i>How does this proposal mitigate disparities and increase racial and other equity? What are possible unintended consequences? What complementary strategies will further advance equity?</i></p>	<p>By converting monitors to an hourly pay rate, rather than pay per run, BPS will compensate them for the entire time they are riding the bus, including any delays due to traffic, incidents on the bus, etc. There may be unintended consequences of this shift; however, BPS is committed to testing and continually improving our approach to ensure that it works as intended. A new minimum guarantee of 1.4 hours for each shift worked will protect against the possibility of reduced compensation for monitors who only work one run per shift.</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>The total cost of the five-year contract term is \$10,129,561. Both during and post implementation, the Transportation team will ensure that monitors are paid as outlined in the agreement.</p> <p>Transportation and the Office of Human Capital will be responsible for implementation. The group identities of our teams are representative of the BPS community and our monitor workforce.</p>
<p>7. Accountability & Communication <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible?</i></p>	<p>The Transportation team will continue to assess the financial impact of the agreement, and how it affects hiring and retention efforts.</p> <p>Transportation is committed to ongoing assessment of the impact of implementation to ensure it results in an increase in hourly pay.</p>