

SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL # 7
September 12, 2019

Commitment to School Integration
Statement of Intent

The Board of Education, Independent School District No. 625 (hereinafter “District”); and the Saint Paul Federation of Educators, Local No. 28 (hereinafter “Federation”) exclusive representative for teachers, educational assistants, and school and community service professionals convened an Integration Task Force from November 2016—December 2017 to make recommendations about the integration of the St. Paul Public Schools. The Integration Task Force released a report with recommendations in December of 2017. To ensure the continuation of this important work, the Federation and the District agree that St. Paul Public Schools will implement the following recommendations from the task force as outlined below:

1. Saint Paul Public Schools agrees to adopt the following definition of integration, as recommended by the Integration Task Force:
Integration is the inclusion of different racial, socioeconomic and ethnic groups to remove the legal and social barriers that perpetuate disparities in student achievement. Integration values multiple perspectives and practices within curriculum, staffing, and decision making, within the school and district that serve the purpose of eliminating educational inequities. Integration is more than just diversity and racial desegregation (count the people); it is inclusion and belonging (the people count). It is foundational for equal and equitable access to educational resources for all students.
2. The parties agree to continue the work of the Integration Task Force by jointly forming a standing committee prior to the end of the 2019-2020 school year. The immediate charge of this committee will be:
 - a. Community Engagement: To establish a community engagement plan to share the Integration Task Force report and gather community feedback and input on next steps by December 31, 2020.
 - b. District Engagement: To work with the Board of Education, District administration, and District staff to do a thorough review of the Integration Task Force report and identify areas of agreement from the findings (pages 7-9 of the report) and recommendations (pages 24-30 of the report) that can be implemented in SPPS by December 31, 2020.
 - c. Strategic Planning: To create a long-range plan with time frames based on the community engagement and district engagement meetings to integrate SPPS and individual schools. This long-term plan will be presented to the School Board and SPFE Executive Board prior to the end of the 2020-2021 school year.