

## **Minneapolis Federation of Teachers Local 59 Resolution in Support of Equitable Staffing for Minneapolis Public Schools**

Whereas, in its Strategic Plan Minneapolis Public Schools (MPS) commits to “intentionally focus and prioritize resources and actions to significantly improve the experiences and outcomes of Black students, Indigenous students, students of color and their families;” and

Whereas, many schools in MPS have been historically understaffed at alarming rates; and

Whereas, these historically understaffed schools in the district are disproportionately serving “Black students, Indigenous students, students of color and their families;” and

Whereas, there are fully staffed schools in MPS while other buildings are understaffed by 30% or more; and

Whereas, understaffed schools must sometimes turn away students and families who wish to attend; and

Whereas, the opportunities and supports, for example the intervention triads, offered to students at fully staffed schools and those at understaffed schools reflect an unacceptable level of inequality; and

Whereas, schools lacking necessary staff are unable to meet the academic, social, and emotional needs of students; and

Whereas, staff at understaffed schools face hardships and day to day unpredictability including frequent loss of prep (example, loss of prep 1 to 2 times per week), combined classes, additional work outside contract hours, change in assigned duties, change of schedule; and

Whereas, these hardships contribute to an increased rate of staff burnout and turnover; and

Whereas, both understaffing and staff turnover have a marked negative effect on student well-being and academic opportunity

**Be it resolved by the members of the Minneapolis Federation of Teachers that:**

MFT commits to strong, consistent advocacy for equitable staffing across schools. This advocacy will show up in our collaboration with stakeholders including the MPS school board, administration, and community at large.

**Be it further resolved that:**

This resolution shall be shared with the MPS school board, MPS administration, MFT members, and the community at large to affirm our collective commitment to correcting staffing inequity.

We move to create an open working group within MFT in Spring 2024 to investigate the inequitable staffing, communicate findings, and develop solutions to present as a MOA or at future bargaining sessions with MPS.