



MEMORANDUM OF AGREEMENT
BETWEEN
THE MINNEAPOLIS FEDERATION OF TEACHERS
AND
MINNEAPOLIS PUBLIC SCHOOLS
MEMORANDUM OF AGREEMENT



This MEMORANDUM OF AGREEMENT shall not be considered final or binding until the completion of negotiations on all open contract items and is considered contingent on final agreement by both parties to a total package of proposals. Further, this agreement is contingent upon ratification by MFT Teachers and ratification by the Minneapolis Public Schools Board of Education.

MOA - Teachers of Color (TOC) Retention

Whereas, the 2017-19 CBA establishes limited exceptions to layoff under the following language:

15.10.1 Exemption from Layoff: *Teachers working in the following programs may be exempted from district-wide layoff outside of seniority order to ensure continuity of instruction to students at these sites based on the difficulty in filling vacancies at these sites with staff who are appropriately licensed, certified and bi-literate in the appropriate language:*

- a. Autism**
- b. Montessori**
- c. Immersion**
- d. Native and Heritage language literacy programs as identified annually at contract administration**
- e. Grow your Own Program:** *Teachers who are graduates from the District's Grow Your Own programs may be exempted from District-wide seniority based layoff to support the District and the Union's commitment to grow our own staff.*

Whereas, MFT and the District share the desire to increase and retain a higher proportion of Teachers of Color serving our students, and,

Whereas, the parties agree that it is important to collect and analyze the effectiveness of this Agreement to succeed in retention of TOCs, and,

Whereas, the parties wish to establish layoff protections for a 2 year period (hiring cycles),

Now, Therefore Be It Resolved That, the MFT and the District hereby agree to the following for the 2019-2021 contract period:

1. If the placing of any teacher on layoff before another teacher would prevent students from having access to teachers who are members of populations underrepresented among the licensed teachers in the district or school and who reflect the diversity of

enrolled students, the district may retain the teacher, even if the retained teacher is a Tier 2-licensed, or probationary teacher, or the teacher with less seniority.

2. Within 30-days of ratification of the CBA, the District will share a report of all teachers of color, their hire date, an adjusted date of hire, FTE, probationary or tenure status, seniority date, seniority number, licensure(s), position, site/program, racial identity, gender, age and other data that may be determined relevant.
3. Reports will be provided to MFT on a quarterly basis.
4. When any teacher of color leaves service for any reason, the manner of separation will be detailed on the next quarterly list. The District and MFT will jointly administered an exit interview to seek data regarding working conditions (e.g. climate, workload, administrator support) with the purpose of identifying factors contributing to the separation.
5. The District and MFT shall review the quarterly lists at Contract Administration, which shall include other stakeholders as needed.
6. This MOA will sunset unless renegotiated prior to July 1, 2021.

BE IT FURTHER UNDERSTOOD AND AGREED THAT to the extent that this Memorandum of Agreement may be construed as a deviation from the terms of the 2019-21 Teacher Collective Bargaining Agreement between the District and the Union, it shall not form the basis of any precedent that may be cited by any teacher in any grievance that may be filed.

FOR THE DISTRICT:

DATE: _____

FOR THE UNION:

DATE: _____