

**DISTRICT - Saint Paul Public Schools  
PROPOSAL # 2\_TEACHERS  
September 21, 2023**

**The District proposes to provide greater equity to our BIPOC students by ensuring that students have equitable access to high quality experienced teachers.**

ARTICLE 19. MANDATED AND VOLUNTARY SCHOOL REDESIGN IMPACTING THE TERMS AND CONDITIONS OF EMPLOYMENT

SECTION 3. ASSIGNMENT AND TRANSFER.

**Subd 4 Equitable Teacher Distribution**

**The District and Federation agree that it is important to ensure that children of low-income families, children in BIPOC families and children in American Indian families are not taught by inexperienced, ineffective, or out-of-field teachers at higher rates than other children. To accomplish this the District shall review the distribution of experienced to inexperienced teachers (those not yet tenured or those with three or less years teaching experience within the district) and shall have discretion to move teachers of similar licensure areas to those schools where an imbalance occurs to create a more equitable balance of experienced to inexperienced teachers for students.**