

**Letter of Agreement**

**Compensation Model for Race and Equity Team Leads**

**Tukwila School District**

**9/1/2021 – 8/31/2022**

The Tukwila Education Association (TEA) and the Tukwila School District (TSD) recognize the importance of prioritizing the work associated with facilitating race and equity teams in the Tukwila School District. This Letter of Agreement (LOA) has been established to support the plan for compensating those who are leading the race and equity work at the district level and at the school and district sites. The two designated district leads shall earn an annual stipend of \$2000. The individual school and district site coordinators shall earn an annual stipend of \$1000 each. Completed stipend forms shall be submitted to Human Resources by September 30, 2021.

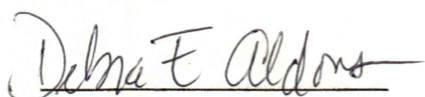
- At least one of the two district leads shall be a member of the Superintendent's Executive Race and Equity Team. At least one of the two district leads should identify as BIPOC (Black, Indigenous, Person of Color)
- The district leads shall facilitate bimonthly race and equity meetings that are accessible to all district staff and members of the educational community. The district leads will not serve as a building lead.
- The building leads shall facilitate monthly meetings that are open to all staff and members of the educational community at their respective sites. They shall also attend the bimonthly district facilitated meetings. Building leads will be on their site leadership team.
- District and building meeting minutes and attendance logs must be maintained and submitted to Human Resources regularly, and no later than June 30, 2022 in order to receive stipend compensation.
- Meeting schedules for the District and Building meetings will be submitted to the Superintendent's Executive Race and Equity Team by October 15th

**Definitions:**

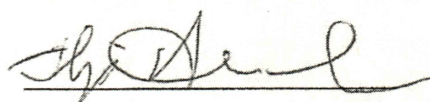
- Bimonthly is every other month
- Executive Team is made up up the Superintendent, one of the District Leads and members designated by the Superintendent
- Building lead includes one for each school as well as the other three district sites

**This agreement made this 20th day of August, 2021.**

***Tukwila Education Association Tukwila School District***

  
8/20/2021

**Debbie Aldous, TEA President**



**Dr. Flip Herndon, TSD Superintendent**