

Memorandum of Understanding

Between

North Bay Organizing Project (NBOP)

and

Santa Rosa City Schools (SRCS)

This Memorandum of Understanding (MOU) sets for the terms and understanding between the North Bay Organizing Project and the Santa Rosa City Schools to establish a partnership between the Youth Organizer and Restorative Specialist for ongoing collaboration and support.

Background

The **North Bay Organizing Project (NBOP)** is a grassroots, multi-racial, and multi-issue organization comprised of over twenty-two faith, environmental, labor, student and community-based organizations in Sonoma County. NBOP seeks to build a regional power organization rooted in working class and minority communities in the North Bay: Uniting people to build leadership and grassroots power for social, economic, racial and environmental justice.

We have had great success in developing leaders and winning policies to minimize deportations, reduce suspensions/expulsions from our local schools, provide free public transportation for students, gain greater rights for tenants and defend our communities.

Purpose

This MOU will establish a partnership between NBOP and SRCS for the ongoing effort to support and advocate for students by encouraging their engagement in student-led clubs and connection to the community.

The above goals will be accomplished by undertaking the following activities:

- Establishing clubs in collaboration with Restorative Specialist and Certificated Staff guided by the needs of its students, school community, and extended community.
- Support club's organizing body (Club Officers and Advisors) in preparation for club meetings.
- Engage student leaders in monthly Latinx Student Congress meetings for leadership development.
- Routinely attend club meetings to support its members create and accomplish objectives.
- Communicate with club Advisors to support the club's needs.
- Conduct One-to-One meetings with club Advisors and Officers.
- Attend events/workshops/meetings/conferences hosted by the club.
- Engage students and club members in after school activities.
- Participate in activities founded in Restorative Practices. (ie. Restorative Circles, proactive activities, and outings)
- Promote community events and initiatives to engage students outside of the school setting through club participation and community service.
- Maintain a supportive working relationship with Restorative Specialists and SRCS.

Personal Goals

In an effort to continue serving our community, I (Emanuel Morales, Youth Organizer with NBOP) would like to continue supporting SRCS and Restorative Specialists in their goals and commitment to our students and community.

SRCS's effort to expand equitable access to education and resources for our youth to promote their engagement in community strengthening, has resulted in opportunities to partner with community organizations that have long advocated for a paradigm shift that is humanizing, embracing, and uplifting in our local educational system.

As a Restorative Justice Practitioner, I have devoted five and a half years to being a Restorative Specialist with Santa Rosa City Schools. Restorative Practices reveals the need to encourage youth to actively participate in advocacy for justice, justice that they feel addresses the needs of their community. While Restorative Practices was initially introduced into SRCS as a responsive program, it has been valued as a key component of the paradigm shift away from conventional discipline models that have (historically) been used to address student behavior. Restorative Justice/Practices is, in its nature, founded on principles and values that embody respect, equitable voice, courage, and wisdom.

My work as a Youth Organizer will be rooted in the needs of our community (individual school or collective). I will incorporate Restorative principles to uplift our youth and continue to provide support as well as proactive activities to encourage their leadership development.

I also seek to establish a satellite work space based out of the Restorative Room (Room 57) located on the Cesar Chavez Language Academy/Lawrence Cook Middle School campus. The Restorative room is intended to be a safe space for youth to gather and engage in proactive activities. Over the past 5 ½ years, I have worked to establish 3 after school clubs (each with a different focus and approach) to engage students in physical wellness, environmental education, and community connection at LCMS. My hope is that these 3 clubs will be sustained by the Restorative Specialist assigned to CCLA/LCMS in conjunction with Administrators, School Counselors, Teachers, and Support Staff, as well as myself as the Youth Organizer.

Reporting

The Youth Organizer, as an employee of the North Bay Organizing Project (NBOP), will create weekly reports that will be submitted directly to NBOP Executive Director as the supervising body.

NBOP executive director will hold annual performance review of Youth Organizer to evaluate effectiveness and give feedback on areas of growth.

Evaluations will also happen at the end of every meeting of the Latinx Student Congress with the youth participants. The evaluations will cover the effectiveness of our meetings, each participant's growth, and will include a reflection from staff about the learnings that happened.

Funding

The intention of this MOU is to establish partnership between NBOP, SRCS, and the Youth Organizer position for ongoing support and collaboration with Restorative Specialists in SRCS and our youth in our school and extended community. This MOU does not require a commitment of funds. However, the ability to support any established club's efforts to fundraise will be necessary to cover club expenditures.

Duration

This MOU is at-will and may be modified by mutual consent of authorized officials from North Bay Organizing Project and Santa Rosa City Schools. This MOU shall become effective upon signature by the authorized officials from the NBOP and SRCS and will remain in effect until modified or terminated by any one of the partners by mutual consent. In the absence of mutual agreement by the authorized officials from NBOP and SRCS, this MOU shall end on June 30th, 2022.

Contact Information

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Date:

Partner signature: Karym Sanchez, NBOP, Executive Director



Partner name, organization, position:

Date:

Partner signature:

Partner name, organization, position: