SRFC Policy Discussion

**From: SRFC Resource Alignment Committee**

**Subject: SRFC Compensation for Advisors, Healers and**

**Youth Leaders**

**Approved: Approved on September 26, 2019**

**Revision Approved: February 24, 2021**

**BACKGROUND:**

At the 2nd Quarter Board meeting in May, 2019, the SRFC Joint Powers Board requested advisory support to create a community process to inform SRFC’s Equity Work Plan. The board recommended that the Advisors are compensated by SRFC for their expertise. Because this is a new concept for SRFC, we gathered collaborative partners who were engaged with our Be Well Self-Healing Community Engagement IZI’s and first discussed the board’s request and then discussed the difference between Advisors, Healers, Youth Leaders and Collaborative Partners and the precedence this sets for SRFC. SRFC staff worked with the team to clarify roles and responsibilities and distinguish between paid/unpaid work with the collaborative.

* + **SRFC Co-Leaders are** culturally diverse and skill diverse partners of SRFC who share a variety of expertise, skills and competencies that SRFC needs to support our emergent work.
	+ **SRFC Contractors** are professional services SRFC pays for with organizations that provide board-approved services (e.g. School-Linked Community Social Work Services).
	+ **SRFC Cultural Equity Advisors** are board-requested, work beyond their work day (off hours) and bring forward their cultural expertise and lived experience to inform the board independent of their organizations.
	+ **SRFC Youth Leaders** are board-requested, provide their time and expertise outside of their school and work day and bring forward their generational, cultural and lived experience to inform the board independent of any organization.
	+ **Cultural Healers** provide expertise and knowledge around their healing practice to promote the well-being and cultural healing of individuals, family and the community.
	+ **SRFC Partners** provide their time and expertise during their workday (and on off-work hours if their organizations approves) and represent both their expertise and their organization’s needs in-kind to the collaborative and board.

**PAY STRUCTURE RESEARCH FOR HEALERS AND YOUTH LEADERS**

SRFC staff researched various ways to arrive at pay structures. Marnita’s Table compensates their Healers and Youth Leaders differently. Here are the pay structures and rationale below.

SRFC’s BE WELL IZI’s have greatly benefitted from cultural healers supporting the community self-healing/self-care work and the Adverse Childhood Experiences (ACES) education.

* Marnita’s Table pays $100/hr for healers in the Quiet Room. Workers all receive meals and breaks. Rationale: If you assume roughly 21 days per month are workdays, with at least two weeks off for vacation that comes to 240 days a year. If our workers were able to work only 3 hours a day for that many days a year they’d be making $72,000 per year and if they are working a 4 hour day they’d be making $96,000. Being that they do not have to capture any clients or pay for any of the underlying costs, we are paying 25% more than the most financially remunerative settings which are doctor’s offices and high end spas.
* Youth and event-based workers receive a $50 stipend. They do not use contracts but they do lay out the offered stipend in an email.

**ADVISORS:**

SRFC staff researched what an average annual salary would be for Cultural Equity Advisors.

* We found, on average, this type of position would earn approximately $70,000 a year. That figures into $34/hour.
* We talked about this pay rate with our partners to see if they felt it was a fair hourly wage and rationale. Overall, the sentiment was that partners felt good with the fact that ‘Cultural Equity Advisors’ are getting paid for their expertise. They feel this is a positive direction for SRFC and already ‘feel the change’ with the SRFC JPB with this new structure. One partner said, “We’re breaking ground. We’re being asked to come to the table and we’re now coming to the table with our expertise. We know what our people want. We are our people.” Another partner said, “This also models for our own people. It also serves as validation for the people we work with. Your experiences are not discredited and don’t allow them to be discredited. This feels very solution-focused.”

**POLICY REQUEST:**

**SRFC CO-LEADER RECOMMENDATIONS:** For SRFC Co-Leaders, we recommend paying $25/hour for consultation and planning support and then applying the pay scales below for specialized added supports. (For example, if a Cultural Healer helps the SRFC Director plan with youth a Cultural Equity IZI and provides healing at an IZI, they would get the compensation of $100/hr + $25/hr for SRFC consultation support.

**IZI HEALERS AND YOUTH LEADER COMPENSATION BOARD RECOMMENDATIONS**: As it relates to Marnita’s Table IZI’s, we recommend we use Marnita’s pay structure for **Cultural Healers at IZI’s ($100 per hour)** and will move to a **$50 stipend for youth workers at our IZI’s**

**CULTURAL EQUITY ADVISORS AND YOUTH LEADERS BOARD RECOMMENDATIONS**: As it relates to working with board approved Cultural Equity Advisors (both youth and adults), we recommend we compensate **Cultural Equity Advisors at $34/hour** which is commensurate to paying a Cultural Advisor $70,000 a year wages. Each project most likely will have a capped amount of funds available depending on the SRFC budget and revenue source.

**BOARD DISCUSSION AND RECOMMENDATIONS:**

Discussion followed regarding how best to implement payment. It was determined that a stipend, rather than hourly rate, contracts or purchase orders would be most efficient and least restrictive to implement. Staff will work through the Roseville Area Schools Fiscal Agent for this process.

**BOARD MOTION:** The board approves up to $5,000 to Cultural Equity Advisors to advise the Equity Work Plan as a stipend with staff working within the guidelines of the Fiscal Agent and appropriate compensation structure between now and June 30, 2020.

The board approves up to $5,000 to support IZI Youth Leaders and Healer stipends within the stipend with staff working within the guidelines of the Fiscal Agent appropriate compensation structure between now and June 30, 2020.

Dan Rodriguez moved, Dale Dufault seconded. Motion carried.

**ACTION TAKEN:**

Roseville Schools, as SRFC’s Fiscal Agent, developed a Purchase of Service (POS) contract for services with each person working on an SRFC-affiliated project.

* The POS will clearly list the terms of the agreement, duration and pay for service.
* Each person will have to fill out a W-9 form (with soc. security number) and sign the POS.
* Due to the amount for the stipend, these providers will get a W-2 form from the School District at the end of the year