

Cooperative In Development Mini-Grant Proposal:

Get It Right Educators Cooperative

1. Applicant information

Get It Right Educators' Cooperative
getitrighteducators.coop
1202 Williamson St, Madison WI 53703
773-480-1414
hello@getitrighteducators.coop

Worker-owners:

- Arthur Richardson (Chair of the Board)
- Sean Anderson (Vice-Chair)
- Victoria Zupancic (Secretary)
- Stefano Oviedo (Treasurer)

2. Description of the product(s) or service(s) your co-op will offer.

Get It Right Educators Co-op is a worker-owned cooperative that provides educational staff to democratically-committed schools and learning spaces. As a staffing entity, Get It Right is prepared to provide trained, certified, and licensed educators at all levels of learning institutions, from administrators and teaching staff, to educational support and office staff.

As a core part of democratic empowerment for educators, Get It Right offers internal service to members as well: support resources for further certification, training, and licensure. Get It Right's commitment to a "Grow Your Own" practice of educator recruitment, retainment, and development is essential to living out our democratic values.

Though Get It Right is beginning as a co-op that serves just one school, over the next five years we aspire to serve multiple schools around Madison and the state of Wisconsin.

3. Description of how your co-op contributes to achieving the mission of MCDC.

Get It Right is committed, by philosophy and practice, to "addressing income inequality and racial disparities by creating living-wage and sustainable jobs." Historically, jobs in public education have been seen as stable careers with reasonable wages and benefits, thanks exclusively to the generational efforts of union organizers, agitators, and activists. Even so, public education work has also been the site of racist exclusionary policies and practices, and inequitable hierarchies of income and labor protections.

Get It Right envisions worker-ownership of the educational labor in schools as the natural outgrowth of this contested site. By flattening hierarchies with cooperative structures, partnering with national organizations that promote teacher-ownership (#TeacherPowered), and committing to justice and equity from the outset, Get It Right will make a major contribution.

Teachers of color are notoriously under-represented in public schools, and especially diverse districts where ample data indicates they will have the greatest benefit. Teacher retention is notoriously weak, as a majority of newly-licensed educators either never enter the profession or leave within five years. The data for teachers of color is even more dramatic. One often-cited reason for this failure to retain these essential educators: they do not feel empowered and trusted as professionals to make decisions about their own work. A cooperative that shares administrative duties immediately removes the institutional hierarchy that otherwise leads to feelings of voicelessness and powerlessness.

As a majority-minority-owned cooperative founded by one woman, a Latinx man, a Black man, and a white man, Get It Right is seeking to build a multi-racial collective for action. Built on the #TeacherPowered model where administrative duties are shared amongst the entire co-op, Get It Right likewise shares the resources that would otherwise go to the administrators at the top of the pay scale. Educators within Get It Right's membership are paid significantly better than even under a good union contract.

Finally, we know that the structures and organizations which frame adult-to-adult relationships in schools have a direct impact on Students at GIR schools get to witness the power of cooperative organization for equity and sustainable jobs. GIR models and actively teaches cooperative values and economics to students.

4. List of key organizers and their relevant experience or expertise in cooperatives, unions, and/or business development.

- Arthur Richardson - previous founder and sole owner Streets of Gold, LLC, which employed artists of color and had one of the most significant African-American owned business contracts with MMSD to provide workshops and consultations with youth and staff at almost all elementary, middle, and high schools, as well as neighborhood centers and community centers
- Stefano Oviedo - Treasurer of Board of Directors of Milestone Democratic School, a founding designer of Milestone
- Sean Anderson - a member of NEA teachers' unions locals for his entire teaching career, including two years' service as a building representative for a Career and Technical high school. He has also overseen the creation and start-up of two 501(c)(3) non-profit organizations.
- Victoria Zupancic. an NEA/HST Core Organizer, Chapter Treasurer, and delegate to Rep Assembly.

5. List of community-based organizations you will be working with (if any) and how you will work together.

Organization	How Get It Right will work with them	Status of relationship
MCDC	Technical assistance with bylaws revisions and policy; support with Cooperative Education for students, families, and workers; facilitate connections to co-ops for student internship placements, support in securing financing	Active & Ongoing
Common Good Bookkeeping Co-op	Setting up books and providing training in financial management and operations	Ongoing
Madison Black Chamber, Latino Chamber of Dane County, Wisconsin LGBT Chamber, Out Professional Engagement Network(OPEN)	Facilitate connections for student internship placements	To be developed
UW Center for Cooperatives	Technical assistance with bylaws revisions and policy; support with Cooperative Education for students, families, and workers; facilitate connections to co-ops for student internship placements	Developing
nINA Collective Co-op	Racial equity training and consulting	To be developed
Dane County TimeBank	Professional development in Restorative and Transformative Justice	Ongoing
Freedom, Inc	Develop an accountability partnership to provide audits of cultural-relevance, justice, and equity practices	To be developed

6. Description of how this grant will impact the development of your cooperative.

1. Will allow for the development of a totally new approach to the operations and management of a public school, by funding the extensive legal and accounting consulting necessary to break this new ground
2. Will connect our current participants (teachers, students, families, and community stakeholders) to the value and practices of cooperative management of schools
3. Will empower our members with the skills and knowledge necessary to initiate a cooperative management team
4. Will allow us to minimize negative impact of our initial payroll with overhead costs

7. Budget that describes how the grant funds will be spent.

- Bookkeeping and QuickBooks setup and training (contracting with Common Good Bookkeeping Cooperative for these services): \$1000.00
- Assistance from attorneys or accountants familiar with the cooperative model to establish non-profit status (including the cost to prepare and file IRS form 1023) and organizing the co-op under WI law (David Sparer, expert in Cooperative Law): \$4000.00
- Initial investment in training required for teacher licensure by GIR's first "Grow Your Own" certified teacher: \$4500.00
- Design and development services for website and logo, with a preference for cooperatively-owned and managed design and development firms: \$500

8. Timeline of development for your cooperative.

- First meeting of potential incorporators/members: March 2020
- Articles of Incorporation filed: June 2020
- EIN registered: July 2020
- Initial bylaws adopted: July 2020
- First contracts awarded by Milestone Democratic School: July 2020