

District Package Proposal 5

November 4, 2021

Subjects: Affinity Leader Stipends; Dual Language Stipends

AFFINITY GROUP LEADERSHIP (New, to be placed in Appendix D)

Notwithstanding Articles 5.5.4 and 5.5.6, each secondary leadership plan will provide for leadership of student affinity groups, consistent with the following. Comprehensive high school leadership plans will allocate up to six (6) leadership stipends in the amount of \$1,350, and middle school will allocate up to six (6) stipends of two percent (2%) each, for leaders to support the Black Student Union, Native American Student Union, Latinx Student Union, Asian Pacific Islander Student Union, Multicultural Student Union, and Gender/ Sexuality Alliance. The number of stipends for this purpose may be reduced based on the needs of the school as determined by the school administrator. The district reserves the right to award one or more affinity leader stipends to classified staff members.

Article # TBD

Dual-Language Program Teacher Pay

Teachers assigned to provide full-time dual-language immersion instruction in the partner language shall be paid an annual stipend of \$2,000. This stipend is to recognize the time spent translating and developing curriculum necessary for the delivery of instruction in the partner language. For teachers assigned less than full-time to dual-language immersion instruction, the stipend will be prorated based on the member's FTE directly assigned to providing instruction in the dual-language immersion partner language.

Comments on proposal:

- Stipends would become available starting the 2022-23 school year.
- It is the not intent of the parties to provide the dual-language immersion program pay for teaching world language classes, such as Spanish I, French II etc...
- Examples of how the prorating would work:
 - A dual-language immersion elementary teacher assigned to teach in English for 50% of the day and in Spanish 50% of the day would receive a \$1,000 stipend
 - A high school language teacher teaching one elective class each trimester necessary to sustain the immersion program and directed at immersion program students only (such as digital media for Spanish students in a Spanish immersion program), would receive 25% of the stipend.