

**District Package Proposal 6
December 8, 2021**

Subjects: Student Affinity Group Facilitator Stipends; (Appendix D) Dual Language Program Teacher Stipends (Appendix D); Unit Member Complaints (Article 12.10.3); Nondiscrimination (Article 12.11)

APPENDIX D MISCELLANEOUS

AFFINITY GROUP FACILITATOR PAY (New)

Student affinity group facilitators as assigned by the district shall be paid an annual stipend of \$1500. The district reserves the right to award one or more affinity leader stipends to classified staff members.

DUAL-LANGUAGE PROGRAM TEACHER PAY (New)

Teachers assigned to provide full-time dual-language immersion instruction in the partner language shall be paid an annual stipend of \$2,250. 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.

The district will make a good faith effort to provide members working in dual language immersion programs equivalent district-adopted materials used in English-only classes.

12.10 COMPLAINTS ABOUT UNIT MEMBERS:

12.10.1 [NO CHANGE]

12.10.2 Notice Provisions--If any student or parent complaint is not shared with the employee within eighteen (18) months of the event complained of, the District cannot use the complaint in any disciplinary action.

12.10.3 If the complaint is shared with the employee and no disciplinary action is taken within 120 days of the complaint, the complaint cannot be used, except that any directive issued as a result of the complaint may be used only as prior notice of unacceptable conduct. The timelines in this section do not limit the right of the District to investigate and take disciplinary action for complaints associated with alleged boundary violations, sexual misconduct, abuse and/or violence.

12.11 NONDISCRIMINATION – *Current contract language*

Summary of proposal and comments:

- Dual Language Stipends
 - Will be fully available for 2021-22 if contract is ratified by January 31, 2022; otherwise, will become available 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 50% of the 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.
- Affinity group facilitator pay
 - Will become available at these levels for the 2022-23 school year, as a structure is already in place for 2021-22.
 - As with other positions, the district determines the number of available stipends and the need at schools.
- Use of Complaints
 - Article 12.10.2 provides that if student or parent complaints are not shared with an employee within 18 months of the event complained of, the District cannot use the complaint in any disciplinary action.
 - Laws on sexual conduct and child abuse require employment investigations into alleged sexual conduct and child abuse, even when the conduct alleged is said to have occurred more than 18 months before the report was made. Due to the serious nature of sexual conduct and child abuse, it is critical that – when allegations are proven – the district is able to take disciplinary action. The proposed language is intended to fix this important issue.
- Nondiscrimination
 - Approval of this package would continue the current nondiscrimination article in the CBA.
 - The district is committed to promoting the use of restorative and educational practices when micro and macroaggressions occur. (See letter).
 - Regarding assignment of investigators based on an individual's protected status, multiple state and federal laws prohibit employers from making assignments and contracting based on protected status. Additionally, Oregon state law prohibits all persons (including labor associations) from aiding or abetting unlawful and discriminatory employment practices.