

District Package Proposal 11
January 5, 2022, 5:00

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1/5/2022
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Catherine

Subjects:

- Appendix D
 - Student Affinity Group Facilitator Stipends
 - Dual Language Program Teacher Stipends
 - CTE Compensation
 - Nondiscrimination Initiative
 - Elementary Report Card
 - Case Manager Assistant Reference
- Article 12.10.3 - Unit Member Complaints
- Article 12.11 – Nondiscrimination
- Article 13.12 – New Teacher Orientation and Mentor Program

APPENDIX D MISCELLANEOUS

AFFINITY GROUP FACILITATOR PAY (New)

Student affinity group facilitators as assigned by the district shall be paid an annual stipend by program level: \$2500/ high school; \$1500/ middle school; and \$1,000/ elementary. 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 \$2,500. 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.

CTE EXTENDED CONTRACT (New)

Teachers of Career and Technical Education (CTE) will be provided up to twenty (20) hours per year extended contract for time spent purchasing necessary program supplies.

NONDISCRIMINATION INITIATIVE (New)

By December 2022, the District and Association will collaborate to strengthen, enhance and promote the system for reporting micro/macroaggressions against 4J staff.

ELEMENTARY REPORT CARD INITIATIVE

During the 2017-18 school year, the Director of Elementary Education will engage elementary teachers and administrators for the purpose of recommending to the Instructional Leadership Team a streamlined elementary report card, so as to reduce workload associated with report card preparation. EEA will be permitted to select 12 of the 24 licensed committee members, and the committee shall make decisions by consensus.

SPECIAL EDUCATION SUPPORT

To support special education providers, the District will provide classified staffing for clerical support, scheduling assistance and data entry during the ~~2017-2020~~2021-24 contract. ~~Four 8-hour Case Manager Assistants ("CMAs") will be trained and assigned to serve the elementary, middle and high school CLC programs, SSD consultants, psychologists, autism and behavior consultants, SLPs, OTs, and PTs (Motor Team), Adaptive PE and the SSD Synergy Specialist.~~

In addition, during the term of this agreement, the District will provide two hours EA time per life skills classroom for transportation support.

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*

13.12 NEW TEACHER EDUCATOR ORIENTATION AND MENTOR PROGRAM:

Newly hired educators attending the District induction orientation program outside the contract year will be paid for all hours of attendance at their per diem rate. Attendance may be required.

The District will work collaboratively with the Association to provide a new teacher mentor program. The District will create a mentoring program with intentional collaboration between administrative leads (Equity, Human Resources, and Instruction) and the Association.

Comments on implementation:

- 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.
- 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.
- For additional information about proposed changes, see comments in 4J proposals 6 and 8 on December 8, 2021.

→ The term date in Special Ed Support may be changed based on parties' later agreement about contract duration.