

District Counter - ~~PAT Bargaining~~ Proposals to Attract, Support, and Retain Educators of Color (Partial) - ~~May 21, 2021~~ AM session

- ~~1. Educators who volunteer and are approved to lead student affinity groups before school, during student-lunch times, or after school shall be provided a release period or compensated at their hourly rate compensation at 5% of base salary. Whenever possible, affinity group providers should mirror the affinity population of students. For groups that meet more than once per week, the Extended Responsibility shall be 10% of base salary. Every high school and middle school shall have at least 4 compensated affinity group positions allocated and elementary schools shall have at least 2 positions allocated with funding dedicated for this express purpose. Affinity group leaders shall be volunteers and must be approved by building administration. Educators of color who are currently leading affinity groups shall have priority when determining paid affinity group leader positions.~~
- ~~2. Professional educators who teach in a DLI program or any professional educator who is regularly asked to use bilingualism in the performance of their regular job duties as an educator shall receive an annual stipend of \$3,000. Educators who are asked to perform additional duties to assist with building translation needs shall do so on a voluntary basis and be compensated at the educator's per diem hourly rate. The Association and the District shall jointly review the current assessment of multilingual skills to ensure that it accurately assesses educator skills.~~
- ~~3. The District shall provide professional educators with student-facing materials in the language of instruction for all subjects educators are required to teach students. District generated family communication shall be provided in the target language. Whenever possible, the District shall provide teacher guides in the language of instruction. DLI educators shall be involved in the curriculum adoption process and approval of translated material.~~

Commented [LR1]: We are still working on this one. Will be able to respond on it soon.

Commented [2]: We are confused about this one - curriculum adoptions already require teacher input under Board policy and AD.