

**EEA Package Counter 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), New Teacher Mentor Program (Article 13.12), CTE Extended Contract (Appendix D), Elementary Report Card Initiative (Appendix D)**

**APPENDIX D MISCELLANEOUS**

**AFFINITY GROUP FACILITATOR PAY**

Student affinity group facilitators as assigned by the district shall be paid an annual stipend of \$2000. If there is no qualified licensed member to fill a position, the district reserves the right to award one or more affinity leader stipends to classified staff members. This stipend will be extended to elementary facilitators when programs are established at the elementary level.

**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 \$3,000. 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.

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

**CTE EXTENDED CONTRACT**

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.

**~~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.~~

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

12.11.1 The District and Association will jointly create and maintain a system for reporting micro/macro aggressions against 4J staff.

#### 13.12 NEW TEACHER MENTOR PROGRAM:

~~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. The capacity of the program will be sufficient to allow a mentor to be assigned for each new hire.

~~a. Content specific supports including Title and ELD will be provided as needed.~~

~~b. Caseload for 1.0 full release mentor is ≤15 mentees. Caseload for 0.5 mentor is ≤8.~~

13.12.1 New hires attending the Induction orientation program prior to the beginning of the contract year will be paid for all hours of attendance at the rate of their placement on the salary schedule.