

SECTION J: MULTILINGUAL EDUCATION

1. English Learner programs will have clearly defined goals, objectives, and measurable achievements for the level of instruction. These goals, objectives, and measurable achievements will be aligned to the CSIP and developed in collaboration, and reviewed at least quarterly, with the building principal of designee

2. By the start of the 2024-2025 school year, the baseline staffing average of each school will be based on the school's equity tier and consist of:
 - a. Tier 1 schools – 1.0 FTE EL teacher and 1.0 FTE instructional assistant for fifty (50) EL students.
 - b. Tier 2 schools – 1.0 FTE EL teacher and 1.0 FTE instructional assistant for sixty (60) EL students.
 - c. Tier 3 and 4 schools – 1.0 FTE EL teacher and 1.0 FTE instructional assistant for seventy (70) EL students.
 - d. Any reductions in FTE due to the revised ratios will be accomplished through natural attrition, retirement, or resignation. The ratios for 2024-2025 may be implemented early for those reasons.

3. The EL Department Chair/Team Leader at secondary schools will receive a stipend based on the number of employees (certificated and classified) working in the EL program at the school.

4. The Elementary English Learners Subject Matter Specialist will receive a stipend based on the total number of employees (classified and certificated) working in the EL program at the school. Specialists are not eligible for multiple stipends. If a specialist works at multiple locations, they will receive the highest stipend they qualify for based on the number of staff working in the EL program at one location, not the total number of staff the specialist works with across locations. The stipend will not be split among staff members.

The English Learner Program will use the Collaborative Teaching Model which supports specialized, differentiated instruction to multilingual (who qualify for EL services) students with English-speaking peers provided with the expertise of a bilingual/EL-endorsed teacher.

5. Educators who earn the endorsement for English Language Learner during the duration of the contract will receive a one-time incentive. Current holders of an endorsement for English Language Learner will receive a one-time incentive.

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SECTION R: DUAL LANGUAGE IMMERSION

1. A Dual Language Immersion Committee will meet quarterly to review and draft an end of the year report detailing DLI progress and program recommendations for the Superintendent's designee. The Committee will be composed of: (a) educators and central office administration representing the three DLI pathways and partner languages, (b) secondary and elementary educators; (c) the international education administrator, (d) ELL educators, and (e) when appropriate, representatives from ethnic studies and DREA.

2. Up to two stipends per school will be established for DLI educators to translate instructional materials for SPS adopted curriculum. Classified staff are eligible for extra time up to the amount of the stipend..