


**APPENDIX I
BILINGUAL OR MULTILINGUAL ABILITY**

- I.1 In the application of the bilingual or multilingual exception to seniority in Section 18.6.2.4 the following interpretations shall apply:
- I.1.1 Bilingual or multilingual shall mean proficiency in reading, writing, speaking and listening equivalent to Advanced Mid using the American Council on the Teaching of Foreign Languages (ACTFL) proficiency guidelines aligned rubric. If an alternate exam, such as the Standards-Based Assessment and Measurement of Proficiency (STAMP), is selected, the level of proficiency under that alternate exam will be the equivalent to the ACTFL Advanced Mid.
 - I.1.2 Proficiency shall be established prior to the posting of vacancies in the annual internal transfer process.
 - I.1.3 Professional educators shall be informed of dates and times during the school year that they are able to demonstrate proficiency.
 - I.1.4 Professional educators who have demonstrated proficiency in a District supported language other than English, **relevant to the assignment**, will receive an annual stipend of \$1,500. In order to be considered "relevant to the assignment", a minimum of 15% of the students in a school must have in common a language other than English. Professional Educators who have demonstrated proficiency in a language that is not supported by the District and who, according to the October 1 enrollment report using the "Student's Language at Home" report from Synergy, have one or more students/households in their class/easeload who speak the unsupported language shall receive the stipend. Professional educators without classes or easeloads (eg. instructional coaches) who have language proficiency in a language other than English shall receive the stipend if 5% or more of the students/households in a school they serve share that language. The \$1,500 stipend will be increased by the same percentage as the increase applied to the base salary in each contract year, and the professional educator receiving the exception must directly support, on a daily basis, one or more students within this category and be proficient as determined by I.1.1 in the same language.
 - I.1.5 Prior to December 1 of each year, the District shall notify professional educators in schools that meet the 15% threshold of the opportunity to demonstrate proficiency in the applicable language or languages.
- I.2 Beginning the 2021-2022 school year, professional educators who have bilingual or multilingual ability relevant to the assignment (as defined in I.1.4) and who have demonstrated proficiency (as defined in I.1.1) will receive a \$1500 annual stipend. **[BARGAINING NOTE: Move this clause 12.1.6 and strike the language of the current 12.1.6]**

Appendix I Tentative Agreement

 11/22/23

For the Association Date

 11/22/23

For the District Date