

Letter of Agreement
Between Auburn Education Association and Auburn School District No. 408

The Auburn Education Association and The Auburn School District agree to the following language additions as it relates to English Language teachers:

ELL instructors

1. Elementary EL

Elementary EL teachers shall be staffed at one (1) FTE teacher to every 80 FTE EL students per building. Fewer than 80 FTE EL students may result in a prorated FTE EL teacher. Elementary ELL para-educators will be staffed at one (1) para-educator to every 80 FTE ELL students.

2. Secondary EL

Secondary EL teachers shall be staffed at one (1) FTE teacher to every 70 FTE EL students per building.

Each comprehensive secondary building will be staffed with one (1) Paraeducator for support in the EL classroom or to support EL students in general education classes.

At 81 students at elementary and 71 students at secondary, a teacher-initiated meeting with the building administrator and the program administrator of assessment or designee to discuss the appropriate remedy for overload which could include:

- Release time
- Supply money
- Additional compensation
- Additional classified assistance
- Additional certificated staff
- Additional instructional period

The program administrator of assessment or designee will provide an appropriate remedy based on the needs of the individual teacher. A teacher can appeal the decision of the program administrator of assessment within 30 days to

the Assistant Superintendent of Human Resources and the President of the Auburn Education Association, who will reserve the right to uphold the previous remedy or provide an appropriate remedy.

Beginning October 1 each year, when a Para position becomes vacant or a position is newly created and the position is not filled with a long-term substitute within 10 days, the EL teachers will be compensated based on FTE as outlined below:

School Day	Compensation
10-29	\$25/day or \$4.17 per period
30 and beyond	\$50/day or \$8.33 per period

Class size

ASD will endeavor to maintain a class size ratio of 15:1 for EL LA 1 classes at comprehensive secondary schools. At 16 students overload pay will be in effect, per this agreement.

Annual WIDA Testing

EL teachers will collaborate with building administration for organization and facilitation of the annual WIDA test and make up tests.

ASD will provide substitute teachers, as needed, to support efficient administration of the annual WIDA test. All substitute requests must be included in the building test security plan to be reviewed and approved by the district assessment coordinator.

An EL teacher can appeal the decision of the district assessment coordinator within 10 days to the Assistant Superintendent of Human Resources and the President of the Auburn Education Association, who will reserve the right to uphold the previous remedy or provide an appropriate remedy.

Department Chair/Team Lead

Secondary EL will follow the same guidelines for creation of department chair/team lead.

Compensation Additional Hours

EL teachers may receive additional hours paid at the Professional rate of pay up to \$2,500 per year (pro-rated by FTE) for non-instructional and instructional-adjacent work required outside of the 7.5-hour workday. Per Federal requirements, access to these funds require prior approval by the district EL administrator with work to be completed outlined.

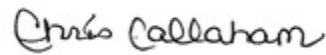
This language shall be implemented for the 2022-2023 school year. At the end of the 2022-2023 trial implementation, ASD and AEA will determine placement within the body of the Collective Bargaining Agreement.



5-10-22

Elaine Hogg, President
Auburn Education Association

date



5-10-22

Chris Callahan
Executive Director of Human Resources

date