

Salinas City Elementary School District
And the
California School Employees Association, Chapter 149

**Memorandum of Understanding
Bilingual/Biliterate Stipend**

May 11, 2021

The purpose of this side letter is to put into place language that will supersede Article VIII, Section J for the duration of this agreement. During this time, the District will put in place a bilingual test and collect information about the cost of the program. All other sections of Article VIII will remain in place.

1. By the beginning of the 2021 school year, SCESD will have a bilingual/biliterate test in place.
 - a. Staff may opt to take the District's assessment(s) of Spanish or other Language Skills (based on the needs of the district) to qualify for a yearly bilingual stipend. Employees will be able to test up to 2 times per year if they do not pass.
 - b. Office staff (Secretary, Typist Clerk and Health Tech) or Paraeducators assigned to a Dual Immersion or Alternative Program classroom may choose to take the bilingual/biliterate assessment. The skills of reading, writing, listening and speaking in a required language other than English shall be verified through a test designated by the Salinas City Elementary School District.
 - i. Staff in the above categories who pass the bilingual/biliterate assessment will receive a stipend of \$100/month (10 months)
 - c. All other classified staff may choose to take the auditory and verbal only assessment.
 - ii. Staff in these categories who pass the bilingual assessment will receive a stipend of \$50/month (10 months)
 - d. Staff who receive the stipend will assist in interpreting and/or translating, depending on their category (b or c above), during their work hours. Time worked shall not be additional time and shall not create a loss of time in the duties of their regular position.
- b. Any time spent interpreting and/or translating outside the employee's regular work time will be paid at their miscellaneous rate of pay. Overtime as described in Article VIII may apply.

This side letter shall sunset June 30, 2023 unless the Parties negotiate to continue.

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