

**SAINT PAUL FEDERATION OF EDUCATORS  
PROPOSAL #35  
November 2, 2023**

**Licensed Contract  
Dual Language Immersion**

**[New Article – Move to Body of Contract] DUAL LANGUAGE IMMERSION  
PROGRAMS**

~~MEMORANDUM OF AGREEMENT  
Regarding: Dual Language Immersion~~

~~This Memorandum of Agreement is by and between the Board of Education, Independent School District No. 625 (hereinafter “District”); and the Saint Paul Federation of Educators, Local No. 28 (hereinafter “Federation”). In order to allow for greater clarity and improved coordination, the District and the Federation agree to establish this memorandum of agreement. The District and the Federation agree that the dual language/immersion program’s rich thirty plus year history is unique and contributes to making Saint Paul Public Schools a destination district. **A significant and growing percentage of students attend a Dual Language/immersion school or program in Saint Paul Public Schools. Dual language/immersion programs have unique needs that require specific support and understanding.** ~~uniqueness comes with its own set of challenges. Therefore, in an attempt to overcome some of them, SPFE and SPPS agree to the following:~~~~

**SECTION 1: Classroom Makeup**

Subd. 1. The parties have a shared understanding that class size in elementary affects matriculation through middle and secondary schools. Therefore, all dual language/immersion elementary grade levels may hold their class size committee meetings by the last day of May, for the proceeding school year. The purpose of this meeting will be to review projected numbers, **waitlists and site collected data, such as parent intent to return forms, building collected retention data, etc.**, for elementary classrooms that may agree to class size exceptions.

**Subd. 2. Due to the additional linguistic development necessary for success in all dual language/immersion programs, SPPS dual language/immersion classes will follow the class size for the top 30 SPPS sites with the highest free and reduced lunch class size language outlined in Article 31 in the collective bargaining agreement.**

**Subd. 3. Due to the additional linguistic development necessary for success in all dual language/immersion programs, there will be no split level grade classes in PreK-5 at dual language/immersion programs.**

## SECTION 2: Staffing

Subd. 1. Due to the difficulty of finding language specific personnel, the district will actively recruit open positions for dual language/immersion educators who are proficient in the language of instruction, such as:

- a. Classroom teachers
- b. Specialist / content specific teachers
- c. Educational assistants

~~The District and Federation agree to make exceptions to the interview and selection process to allow recruitment of external candidates for dual language/immersion programs, once an internal posting has been open for 10 business days.~~

**Subd. 2. Dual Language/Immersion TOSAs. The District shall hire at least 1 TOSA per immersion language offered. The goal of this TOSA position will be to provide continuity across dual language/immersion programs throughout SPPS. The duties and responsibilities of the Dual/Language Immersion TOSAs will be, but not be limited to: assisting with curriculum writing and development, planning for professional development and Job Embedded Professional Development, supporting with testing and instructional planning, visiting dual language/immersion programs to provide onsite support to teachers. At a site where there is more than one program (English and Immersion Language), the DLI Program will be assigned a TOSA as program coordinator who works on site.**

## SECTION 3: Professional & Curriculum Development

~~Subd. 1. Beginning in SY20-21, Envision SPPS will enter the "Design Phase" incorporating stakeholder engagement and will provide recommendations to ensure our dual language/immersion programs have access to necessary resources for high quality programming. Additionally, in collaboration with building administrators, site-level leadership teams will examine structures and professional development resources in creating their work plan each year.~~

~~Subd. 2. Until such time as Envision SPPS is fully implemented, SPPS will offer dual language/immersion focused curriculum writing and professional development to enhance teacher capacity and build program rigor and relevancy for long term sustainability.~~\_\_\_\_\_

**Subd. 1. A. Dual language/immersion teachers, including any teacher who works on a DLI team, will be given 46 48 hours of paid teacher directed collaborative work time to enhance program curriculum-,to be paid at the curriculum writing rate of pay outlined in Appendix D.**

**Subd. 2. B. Dual language/immersion teachers will be given two days of paid professional development directly linked to current SPPS curricular/ program development. This will take place either at the district level or off-site workshops by reputable language specialists/ organizations.**

Subd. 3. All new district mandated initiatives that affect dual language/immersion programs must be introduced a school year in advance so that training, curriculum development, and the purchasing of resources can assure success. **Curriculum and materials should be purchased in the language of instruction whenever possible, provided that the available curriculum and materials are of sound linguistic substance, as agreed upon by native speakers within the Dual Language/Immersion department and programs, and meet district criteria for curriculum.**

Subd. 4. All dual language/immersion teachers who assess literacy in English and another language will be provided up to two days of substitutes during each assessment period.

#### **SECTION 4: Funding**

**Subd. 1. Dual language/immersion middle and senior high school programs shall be recognized as unique programs within a school.**

- a. FTE's should be financed through the district dual language/immersion department.**
- b. Additional resources should be budgeted for dual language/immersion program development.**

~~The District and the Federation agree that this MOA shall remain in effect until the parties agree to reassess per Envision SPPS Design Phase outcomes.~~