

Cache County School District Policy Series 5000: Personnel

Policy No. 5132

DLI Guest Teacher Status and Immigration Sponsorship

- I.** International guest teachers who are employed by the Cache County School District shall be temporary employees. Each educator's contract runs only for the term stated in the contract. During this time, he/she shall be without the right of expectation of continued employment.
- II.** All guest teachers will be evaluated annually.
- III.** After the passage of three successful school years, guest teachers may be considered for J-1 visa extension (according to visa extension allowance) based on employee performance and the employment needs of the district. The guest teacher will remain a temporary employee during this extension period.
- IV.** During the visa extension period, CCSD will consider applying for a permanent resident card (green card) based on employee performance and the employment needs of the district. The following requirements apply and are not limited to:
 - Guest teacher evaluations from the school principal, district DLI coordinator, Director of Elementary Education, and USBE DLI Directors and coordinators must be effective according to current district and state teaching standards.
 - The Employee is currently a dual language immersion (DLI) teacher in CCSD who would like to obtain authorization for long-term employment. This authorization is a permanent resident card and requires the Board and the Employee to incur additional work-related costs.
 - The Board will agree to pay the majority of the cost towards the permanent resident card as required by law. The Employee will pay the remaining cost towards the permanent resident card.
 - The employee will agree to remain employed by the Board for a minimum period of 4 additional years after the permanent resident card has been granted.
 - If the employee leaves employment prior to completing an additional four years, s/he will reimburse the Board for the cost incurred by the Board towards the permanent resident card on a pro-rated basis, depending on how long s/he is employed.
 - The guest teacher must transition from a Guest Teacher License to a Utah Educator License according to Utah State Board of Education requirements within a reasonable time period.
- V.** While employed, a paid or unpaid suspension of duties may occur due to a pending investigation or for other appropriate circumstances.
- VI.** After the permanent resident card has been granted, all Board policies for continuous employment apply.



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Legal References:

Synopsis:

Approved by the Board of Education: June 20, 2019.