

LETTER OF AGREEMENT – ML INSTRUCTION

This Letter of Agreement is entered into between the Everett School District ("District") and the Everett Education Association ("Association"). This agreement shall be effective beginning September 1, 2024 and shall expire at the conclusion of the 2025-26 school year.

A. Elementary ML Coach

1. All 1.0 FTE elementary ML coaches shall receive 2 days/15 hours supplemental contract for additional responsibilities related to their job assignment.
2. All 0.5 FTE will receive 1 day / 7.5 hours supplemental contract for additional assignments related to their job assignment.
3. ML coaches split between schools shall meet with their principals, the ML facilitator, ML Director, and the Categorical Programs Director by the end of September to review expectations and responsibilities, including workday and work year schedules.

B. Secondary ML Coach (support teacher)

1. Each secondary school in collaboration with the Multilingual Department can assign at least one ML teacher as an ML Coach (support teacher) who will provide a coaching period to help support and facilitate classroom instruction. Each secondary ML Coach in collaboration with district facilitators shall be responsible for assisting general education teachers with differentiating and scaffolding lessons for MLs, observing and coaching general education teachers in SIOP strategies, and presenting SIOP strategies I ML differentiation strategies at department meetings. Coaching could be provided through observations, professional development, online modules, help with lesson planning and scaffolding, and modeling instructional strategies. In collaboration with EEA, a plan will be created to implement the coaching model at each secondary school with a target of the 2023-24 school year.
2. Each secondary ML teacher filling a ML coach position shall be provided a minimum of 15 hours of training to support them in this position. Training shall include six hours prior to the start of school or as early as feasible in the school year, and three half-day sessions, one in the fall, one in the winter, and one in the spring beginning and continuing as early as possible in the school year and continuing across the year. If the training is provided outside of the workday, the teachers shall be compensated at their per diem rate of pay.

C. Middle School ML Teachers

1. All 1.0 FTE Secondary ML teachers shall be assigned a monitoring period to focus on ML program and academic success by connecting with students, collaborating with ML stakeholders, communicating with families, managing caseloads and tracking students' progress (not for student discipline referrals). This is current contract language.
2. One middle school ML teacher shall receive up to 7.5 hours at per diem to assist with building scheduling in August.
3. The District will provide a list of all middle school ML teachers, and who is fulfilling the ML Coaching Role and ML teaching positions for each middle school by September 15.

D. High School ML Teachers

1. All 1.0 FTE Secondary ML teachers shall be assigned a monitoring period to focus on ML program and academic success by connecting with students, collaborating with ML

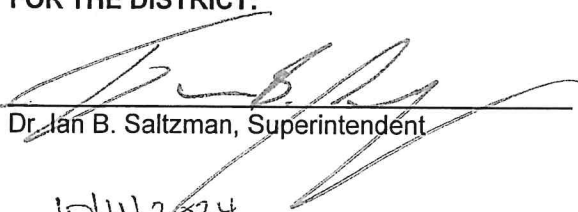
stakeholders, communicating with families, managing caseloads and tracking students' progress (not for student discipline referrals). This is current contract language

2. The District will provide a list of all secondary sheltered general education teachers, ML teachers, and who is fulfilling the ML Coaching Role for each high school by September 15.
- E. Categorical Programs will communicate ML staff responsibilities to administrators and ML staff at the beginning of the school year, no later than October 15.

F. Sheltered ML Classes

1. The Everett Education Association and the Everett School District agree to suspend Section 9.02.A.2 with regard to ML equitable distribution at Everett, Cascade, Jackson, and Sequoia high schools in order to provide sheltered ML classes. A "sheltered ML class" is one in which a higher concentration of ML students is assigned, rather than spread equitably, in order to facilitate support for these students' educational needs.
2. The number of sheltered ML classes and the content of those classes will be decided by the director of categorical programs in conjunction with the administration at each high school, based on the number and needs of the ML students at each school. This will be reviewed by administration and the Director of Categorical at the semester and adjustments will be made as needed.
3. Teachers will only be assigned to these sheltered ML classes after a conversation between the teacher and administration has taken place and appropriate rationale is provided for the teaching assignment. The Association, human resources, and the Director of Categorical shall review and confirm all placements no later than one week before the end of the previous school year. Teachers who currently hold an ELL and appropriate content endorsement should be considered first followed by teachers with experience working with the ML population and current content area standards. First year teachers shall not be assigned to teach sheltered classes.
4. Each of the assigned teachers shall be provided two (2) days of training to support their instruction as early as feasible this school year one of the 2 days must take place prior to the first student day. If the training is provided outside of the workday, the teachers shall be compensated at their per diem rate of pay. Each of the assigned teachers shall be provided five (5) hours of per diem pay to collaborate with other sheltered ML teachers and support staff in order to coordinate program alignment. If an additional sheltered class needs to be added based on late and unpredicted enrollment this training will be provided as early as feasible this school year.
5. Each of the assigned teachers shall be provided five (5) hours of per diem pay to collaborate with other sheltered teachers.
6. Each sheltered class shall have no more than 22 students. For sheltered class sizes over 22 students, sheltered teachers can choose between the District compensating the affected employee at the rate of \$15 for each student day above 22 students or a para educator for each period over 22. Beginning at semester, no class shall exceed 27 students.
7. The District shall comply with Section 9.02.B.7 regarding the daily load assigned to other regular education teachers in the content areas in which sheltered ML classes are offered.
8. In coordination with the EEA, the District will develop a plan to shift from a sheltered ML approach to a more comprehensive system of support for ML students. This plan will outline supports for teachers serving ML students, a timeline, and the necessary professional development for a successful program.

FOR THE DISTRICT:

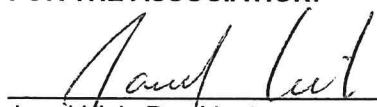


Dr. Ian B. Saltzman, Superintendent

10/11/2024

Date

FOR THE ASSOCIATION:



Jared Kink, President

10/08/24

Date