

Boston Collegiate Charter School Multilingualism Stipend Details, 2020-2021

Overview:

BCCS aims to welcome and support families of all cultural and linguistic backgrounds. To this end, we created the multilingualism stipend to compensate staff members to translate and facilitate family communications in our high-needs languages.

Who is eligible?

Any staff member at BCCS in any position is eligible. If a staff member is on a temporary contract (shorter than one school year), the stipend will be prorated. Staff must sign up for and complete an oral proficiency conversation with Alta by the designated date. [Scores of an 8 or above](#) will be considered eligible for this stipend.

Staff members who pass a test may maintain their eligibility for 2 years without needing to re-test. They will, however, need to re-indicate each year that they are interested in continuing in this role for the year.

What languages are eligible and how are they determined?

Any language that is spoken by at least 1% of the BCCS community is considered an eligible language. In addition, any language identified by our Director of ESL as a “high-needs” language, defined as the primary language of an ELD-1 or ELD-2 student’s family.

As of 2020-2021, these languages include: Spanish, Haitian Creole, Cape Verdean Creole/Portuguese, Somali, Amharic, and Mandarin Chinese

What is the process?

Interested staff members can sign up for more information by September 30, 2020. They will then be connected with Alta, an impartial outside organization, to schedule a brief oral proficiency conversation. All conversations must be scheduled and completed by October 15, 2020. Alta will send the results to Boston Collegiate, and staff who have passed will be notified by October 31, 2020.

Stipends will be paid out in two installments: \$500 by the end of Quarter 2 (end of January 2021) and \$500 by the end of Quarter 4 (June 18, 2021).

What are the expectations?

Staff members who earn this stipend will be referred to as “Eligible Interpreters.” They will be listed as the first port-of-call for translation support for family phone calls, family-teacher conferences, and other interactions. They will *not* be expected to translate in legal proceedings, such as suspension hearings, written translation of legal documents, or other situations where a certified translator is required.

“Eligible Interpreters” can expect to spend 4-6 hours per month supporting this work.

Email to staff:

Dear staff,

We are delighted to offer a stipend for multilingualism again in the 2020-2021 school year. Staff members can participate in an oral exam in one or more of the languages of our community that represent at least 1% of the student body, or one of the languages of one of high-needs families (Spanish, Haitian Creole, Cape Verdean Creole/Portuguese, Somali, Amharic, or Mandarin Chinese). An impartial outside organization will conduct a brief oral proficiency conversation to affirm the multilingualism in October 2020.

Any staff member in any position is eligible to [sign up](#) for the oral proficiency interview. A candidate who demonstrates oral proficiency and who chooses to accept the \$1,000 annual stipend for this achievement will be expected to facilitate oral communication between Boston Collegiate families and staff throughout the year. This multilingual staff will be expected to facilitate phone calls, family conferences or informal conversations with families as needed. However, they will not be expected to participate in legal proceedings such as suspension hearings, written translation of any legal documents, or other situations where a certified translator is required. We estimate that this will be about 4-6 hours per month.

If you are interested in scheduling an oral proficiency exam, please complete the [Google Form](#).

If you received this stipend last year, you do not need to retake the test this year, but you do need to re-state your interest in this role for this school year by completing the [Google Form](#).

If you have any further questions, please do not hesitate to reach out.

Thanks,

Tiffany