



# ANTIOCH COMMUNITY CONSOLIDATED SCHOOL DISTRICT 34

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## BOARD MEETING MEMORANDUM

**Board Meeting Date:** December 17, 2024

**From:** Amy Mahr, Director of Human Resources  
Aimee Redding, Multilingual Coordinator

**Re:** Addition of a Bilingual Teacher - Spanish 1.0 FTE for 2025-26

**Attachments:** [Job description](#)

**Agenda Location:** Consideration to Approve: Action items

### **Rationale:**

Per the ISBE Multilingual/Language Development Department Onsite Compliance Monitoring audit findings dated November 26, 2024, Antioch CCSD 34 is required to comply with certain requirements. Component 6 of the audit indicates the need to meet specific Staff Certification requirements. To be proactive in recruiting a suitable candidate to fill this requirement for the 2025-26 school year, the position of Bilingual Teacher for Spanish should be posted immediately.

Specificity of the Audit Findings:

Component 6. Staff Certification. This component examines whether the LEA has adequate and properly certified staff to support programming.

More specifically, Number Legal Standard 6.1 states, "all teachers assigned to provide instruction in a student's home language shall meet the requirements for bilingual education teachers in accordance with state certification. Ill. Admin. Code title 23, 228.35 (a); Castañeda v. Pickard, 648 F.2d 989, 1001 (5th Cir.1981)."

Findings. "One or more teachers that are assigned to provide home language instruction in a TBE program are not certified to teach in Illinois schools."

### **Recommendation/Motion:**

The Administration recommends approval of a Bilingual Teacher - Spanish 1.0 FTE for the 2025-26 school year.