

Article 4 – EARLY CHILDHOOD TEACHERS AND WORKING CONDITIONS

1. Definitions

1.1 Early Childhood teachers shall refer to teachers filling a CTC Permit Matrix teaching position in an Early Childhood setting serving Birth to Pre-Kindergarten children and/or children enrolled in a childcare setting.

2. Early Childhood Teachers Work Day

2.1 The work day for all full-time Early Childhood Teachers shall be eight (8) hours.

2.2 Early Childhood Teachers working in a Child Development setting shall receive a thirty (30) minute duty-free lunch within their work day.

2.2.1 Early Childhood teachers shall serve their duty days in no more than two segments of continuous service.

2.3 Pre-Kindergarten teachers who teach two class sessions shall have a 30 minute duty free lunch period between class sessions. This period shall be outside the four (4) hour time block required for each class section. Pre-Kindergarten teachers shall be able to submit up to ~~three (3)~~ **ten (10)** hours per class per month for extra duty hours, **at per diem rate**, in accordance with existing requirements. **Extra duty hours shall be used according to the teachers preference, as follows:**

- **Planning mandated curriculum WAG Lessons**
- **Classroom Environment Transition**
- **Curriculum Preparation**
- **Collaboration with Pre-Kindergarten teachers**
- **Anecdotal or Record Documentation**
- **Accountable Community Meetings**
- **Other professional duties as determined by teacher**

2.4. Early learning unit members who work more than 8 hours shall be paid at 1.5 times their per diem rate.

3. Early Childhood Teachers Work Year

3.1 Pre-Kindergarten teachers work year shall be 183 days. (175 days will be student contact days, 2 days shall be parent orientation days and 6 days shall be for professional development.)

3.2 PACE teachers shall work 183 days. (180 days shall be student contact days and 3 days shall be for professional development.)

3.3 Child Development Center Teachers work year shall be 261 days.

4. Transfer and Assignment

4.1 Early Childhood teachers currently employed in the District having a valid California teaching credential shall have opportunity to enter the District's voluntary transfer pool for the purpose of interviewing for permanent openings.

4.2 After the District has met its needs in transfer of permanent teachers, in accordance with the teacher transfer article in this Agreement, Early Childhood teachers shall be given preference for other permanent openings, if determined qualified by the district and well recommended.

~~4.3 Such teachers will be afforded all previous service experience as a credentialed teacher. up to a limit of five (5) years.~~

4.4 Prior to hiring new Early childhood teachers to fill positions vacated by existing personnel, the District will offer such employment to existing personnel who wish to go from part-time to full-time employment, if determined qualified by the District and well recommended. Eligibility for fringe benefits coverage will be in accordance with the fringe benefits article of this agreement.

5. Vacation, Holidays and Sick Leave

5.1 Vacation Allowance - Child Development Center Teachers:

The actual computation for vacation will be converted from days to hours and will be based upon the prior year's hours worked.

| | Allowance in Working Days for 10-Month & 12-Month Employees | |
|--|---|-----------|
| Period of Employment | 10 Months | 12 Months |
| * 0 to 2 months prior to July 1 | None | None |
| * For vacation computation purposes, a month shall be construed as more than one-half of the normal working days of the regular employee's work month. | | |
| Period of Employment | 10 Months | 12-Months |
| 3 months prior to July 1 | 2 | 2.5 |
| 4 months prior to July 1 | 3 | 3.5 |
| 5 months prior to July 1 | 4 | 4 |
| 6 months prior to July 1 | 4.5 | 5 |
| 7 months prior to July 1 | 5.5 | 6 |
| 8 months prior to July 1 | 6 | 7 |
| 9 months prior to July 1 | 7 | 7.5 |
| 10 months prior to July 1 | 8 | 8 |
| 11 months prior to July 1 | — | 9 |
| 12 months prior to July 1 | — | 10 |
| 1 to 2 Years | 8 | 10 |
| 3 to 10 Years | 12.5 | 15 |
| 11 to 15 Years | 15 | 18 |
| 16 or More Years | 16.5 | 20 |

5.2 For longevity vacation allowance purposes, a year shall be construed as seventy-five percent (75%) or more of the normal work year.

5.3 CDC teachers' work year shall be reduced ten (10) days below the maximum number of days required during, 1977-78 school year (261). Such days will be counted in the computation of vacation allowance and shall involve no reduction in level of annual remuneration. Child Development Center Teachers working less than maximum number of days require shall be credited with a percentage of ten (10) days achieved by computing the percentage of their individually required days to the maximum days required.

5.4 In all cases vacation is advanced in the current school year. For example, in order for a twelve (12) month employee to be entitled to fifteen (15) days' vacation, the employee must have completed two years and has begun the third year of employment.

5.5 Vacation Not Cumulative: Earned vacation may be taken at any time that is recommended by the Center Supervisors of the Child Development Centers and approved by the manager of the Child Development Centers. If there is a conflict over vacation schedules, priority will go to the person having greatest seniority in the District. Center Supervisors at the Child Development Centers will approve vacations and maintain a vacation chart which is posted for all employees to view.

6.Holidays

6.1 The following holidays will be observed as legal or District holidays for Child Development Center Teachers:

6.1.1 Independence Day

6.1.2 Labor Day

6.1.3 Veterans Day

6.1.4 Thanksgiving Day and the following day

6.1.5 Winter Break (December 24 and December 25)

6.1.6 New Year's Day

6.1.7 Martin Luther King's Birthday

6.1.8 Lincoln's Birthday

6.1.9 Washington's Birthday

6.1.10 Spring Break Friday

6.1.11 Memorial Day

6.2 Actual dates of the holidays' observances or the observance of the holidays are subject to change in accordance with State mandate and/or District scheduling.

7.SICK LEAVE

7.1 Prekindergarten teachers and PACE teachers shall receive ten (10) days of sick leave each year to be given on the first day of service for that year.

7.2 CDC Teachers shall receive one (1) day of sick leave each month.

8. Class Size

8.1 All early childhood classrooms shall maintain a class size equivalent to or less than the guidelines outlined by the California Department of Education.

9. Additional Compensation

9.1 Lead and Pace Lead Teachers shall receive an additional \$1.00 per hour.

9.2 Center Supervisors will receive an additional \$4.00 per hour.

10. CLASSROOM SUPPLIES

The Department shall reinstate the past practice regarding funding that Pre-Kindergarten teachers shall get \$500 per class for supplies on an annual basis, separate from and in addition to the \$315 per teacher for supplies that the District agreed to supply in the last contract. The intent of the District's \$315 of supplies per teachers was to be in addition to current existing funding, Not instead of the existing funding. For example, pre-school teachers should get a total of \$1315 per year for supplies.

11. Evaluations

The District and the Union agree that the evaluations shall be modified to better reflect the job duties of early childhood teachers. A committee shall be created with 3 early childhood teachers to modify the current evaluation. FTA shall nominate the three early childhood teachers, and they shall be paid their per-diem rate for participation on the committee.

The Committee shall develop a new evaluation format to be introduced within one year after the contract is ratified.

NOTE: The caption on the Preschool Teacher Salary Schedules at page 115 of the District/FTA agreement shall be changed from "Pre-School Teachers" to "Pre-Kindergarten Teachers."