

ARTICLE 20 - EARLY CHILDHOOD EDUCATION/CHILD DEVELOPMENT

This Article modifies other articles of this collective bargaining agreement to address special concerns of Members with early childhood education or child development assignments.

ARTICLE 1 – GENERAL PROVISIONS

Article applies to all Early Childhood Education/Child Development Programs.

The parties agree that Article 20 will reopen on an annual basis if there is an overall increase or reduction of combined funding of 2% or more by the State of California, Federal Head Start, First 5 Programs, or other Funding Supporters.

ARTICLE 2 – COMPLETION OF MEET AND NEGOTIATE

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 3 –TEACHER SUPPORT:

The development, adoption, and implementation of an Early Childhood Education Mentor Program is dependent upon the department’s ability to provide fiscal support and approval by the department ECE Leadership Team and subject to collective bargaining.

ARTICLE 4 – WORK DAY/WORK YEAR

20.4 Program Description

	Student Days	Teacher Days	Operational Hours
State Preschool Part Day Program	175-180	186	6
First 5 Preschool Part Day Program	175-180	186	6
State Full Day Preschool Program	242-244	230	10
General Child Care/School Age Program/CC TR/TK Wrap	242-244	230	10
Parent Pay Preschool/Child Care Program	In accordance with the K-12 teacher work calendar	In accordance with the K-12 teacher work calendar	10
Head Start	128	186	6.5

20.4.1 A 30 minute for Head Start and Part Day Programs and a 60 minute for Full Day Program duty free lunch is scheduled for teachers. Members of part-day classes will arrive a minimum of 20 minutes prior to the start of the morning session and

remain a minimum of 10 minutes beyond the student day. Members assigned to open a full-day preschool class and/or before school school-age care will arrive at the published opening hour and remain a maximum of 8 working hours plus the time equivalent to their duty free lunch before leaving. Members assigned to close a full-day preschool class and/or after school-age care will leave at the scheduled closing time and arrive 8 hours plus the number of minutes equivalent to their scheduled duty free lunch prior to closing time. If, on rare occasions, the ratio coverage in the full day preschool and school-age care programs requires longer than 8 hours plus their scheduled duty free lunch, the member will be paid hourly overtime compensation equivalent to their hourly rate (based on their placement on the salary schedule).

- 20.4.2 All ECE/CD teachers will be given early release time or will be paid \$30 per hour non-instructional rate to participate in back to school and open house and First 5 home visits. Part day teachers at First Five Sites shall receive a maximum \$100 stipend per quarter for timely completion and submission of all mandated First 5 quarterly reports.
- 20.4.3 Administrators will reasonably and equitably require ECE/CD Members, as part of their professional and contractual obligations, to participate in curricular and instructional school duties, in the supervision, control, and advisement of ECE/CD students, including Individualized Educational Plan meetings, Section 504 meetings and Student Study Teams, and in conferring with and advising parents.
- 20.4.4 The ECE/CD programs, except Head Start, will provide each part day preschool teacher two days Fall and two days Spring for completion of DRDP (or comparable) assessments. For Full Day classes, except Head Start, the ECE/CD program will provide one of the teachers one and one-half (1 ½) day substitute time in the Fall and one and one-half (1 ½) day in the Spring based on a class size of one (1) teacher and 24 students for completion of the DRDP (or comparable) assessments. If a substitute is not secured (prorated based on number of days when substitute not provided), part day and full day teachers shall be compensated at the rate of thirty dollars (\$30) per student for

completion of DRDP or comparable) assessments. For part-day/school term classes, except Head Start, the ECE department will designate four (4) parent conference days each school year, two (2) in the Fall and two (2) in the Spring based on a classroom with one (1) teacher and 32 students. A half day (1/2) substitute teacher will be provided for every eight (8) students enrolled over 32 for completion of the eight (8) additional parent conferences. For full-day/full year classes, except Head Start, the ECE department will provide one (1) of the teachers one and one half (1 ½) days substitute time in the Fall and one and one half (1 ½) days in the Spring based on a class size of one (1) teacher and 24 students for completion of parent conferences.

20.4.5 Members, as part of their contractual obligations each year, will be required to participate in Early Childhood Education staff meetings held after the school day. For meetings/trainings, members will receive their choice of either a Certificate of Professional Growth Hours or \$30 per hour or prorated amount for non-instructional time.

20.4.6 Head Start teachers will be provided prep time in accordance with Head Start and State regulations.

ARTICLE 5 – LAYOFFS

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 6 – LEAVES

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 7 – CLASS SIZE

Maximum Case Load for Early Childhood Education/Child Development:

Class sizes for Early Childhood Education and Child Development classes shall be in accordance with federal Head Start guidelines, State Child Development guidelines and Community Care and Licensing requirements. The District shall make reasonable efforts to balance class sizes within each session by the 20th working day of each school year; to the extent balancing is feasible based upon funding requirements.

ARTICLE 8 – TRANSFERS

Shall apply to ECE/CD Members except for:

- 8.6.2.3. Assignments are tentative subject to final enrollment numbers. October 1 enrollment numbers will determine the final assignment. ECE/CD Members will be notified in writing by October 15 if there is a change to their assignment. In lieu of section 8.6.2.3 and in the case of school or program closures, ECE/CD Members shall have involuntary transfer rights only to other ECE/CD assignments.

ARTICLE 9 – EXTRA DUTY ASSIGNMENTS

An ECE/CD Member may hold the position of Assistant to the Principal at Elementary school sites, subject to the approval of the site administrator bearing the cost of the member holding the Assistant to the Principal Role. To apply the ECE/CD Member must possess a BA degree or higher.

ARTICLE 10 – EVALUATION

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 11 – DISCIPLINE PROCEDURE

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 12 – MEMBER SAFETY

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 13 – SALARY

- 20.13.1 Early Childhood Education and Child Development Members shall be paid on three (3) salary schedules. Schedule 3A and 3B are for ECE/CD Members teaching in ECE programs. Schedule 3C is for ECE/CD Members teaching in Head Start programs.
- 20.13.2 An ECE/CD Member shall have the right to exchange one (1) year of preschool experience which requires the possession of an ECE/CD teacher permit, for one step of advancement on the ECE/CD salary schedule.
- 20.13.3 Teachers who have permanency in the TRUSD Early Childhood Education/Child Development program and who possess a BA while serving as a teacher or site supervisor, who are selected for a position as a regular or Special Education Elementary or Secondary School teacher will receive one year of credit on the appropriate certificated salary schedule for each two years of service in the TRUSD ECE/CD program; only years in which

the ECE/CD Member taught at least 30 hours per week for at least 75% (seventy-five percent) of the work year will qualify as years for which salary schedule credit is given. Service in the TRUSD ECE/CD program includes service in any of the four predecessor districts.

- 20.13.4 All units completed for which an ECE/CD Member seeks credit on the ECE/CD salary schedules must be college level classes at an accredited college, approved by the District. Only units completed prior to September 1 with written verification in a form acceptable to the District, received by the District by October 15, may be credited for that year's salary, retroactive to July 1. All units submitted after October 15 will be credited on July 1 of the following school year.
- 20.13.5 ECE/CD Members may choose to receive their salary warrants in each school year in eleven or twelve installments. If the District makes an error on a salary warrant resulting in an underpayment to the ECE/CD Member, then a second warrant to correct the underpayment will be issued within ten working days of the report of such error.
- 20.13.6 In addition to salary schedule compensation, an ECE/CD Member with a Site Supervisor permit, or a Master Teacher Permit (for one class at a site) who works as a Site Supervisor, shall receive an annual stipend of \$1,800.00. Members must be working as a Site Supervisor by October 1st to receive the full stipend after this date the stipend will be prorated.
- 20.13.7 These provisions shall be nullified in the event and to the extent that either the State of California Child Development programs or the federal Head Start program or the First Five program cease to provide or reduce funds to the District to operate early childhood education programs.
- 20.13.8 Advanced Degrees:
- 20.13.8.1 Each Member with a master's degree from an accredited college or university, whose accreditation is acceptable to the District, will receive an annual stipend of two thousand dollars (\$2,000). Members who attain a master's degree from such an accredited college or university shall be eligible to receive this stipend as follows: Only master's degrees

completed prior to September 1, with official transcripts submitted to the District and received by October 15, may be credited for that year's stipend. Members with a master's degree hired after the start of the school year will be paid a pro-rated amount.

20.13.8.2 Each Member with a Doctoral Degree from an accredited college or university, whose accreditation is acceptable to the District, will receive an annual stipend of two thousand (\$2,000). Members who attain a Doctoral degree from such accredited college or university shall be eligible to receive this stipend as follows: Only Doctoral degrees completed prior to September 1, with official transcripts submitted to the District and received by October 15, may be credited for that year's stipend. Members with a Doctoral degree hired after the start of the school year will be paid a pro-rated amount.

20.13.8.3 Each Member with a National Board Certification will receive an additional annual stipend of two thousand dollars (\$2,000).

ARTICLE 14 – EMPLOYEE BENEFITS

Article applies to all Early Childhood Education/Child Development Programs.

20.14.1 An ECE/CD Member whose assigned work day is less than .50 FTE is not eligible for benefits and will not receive a District contribution for health benefits.

20.14.2 An ECE/CD Member whose assigned work day is a minimum of .50 FTE is eligible for benefits and will receive a pro-rated District contribution.

20.14.3 An ECE/CD Member whose assigned work day is a minimum of .80 FTE is eligible to receive one hundred percent (100%) of the District contribution.

ARTICLE 15 – GRIEVANCES

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 16 – DISTRICT RIGHTS

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 17 – CATASTROPHIC LEAVE

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 18 - TRUE/TRUSD JOINT LEADERSHIP MEETING

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 19 – SUMMER SCHOOL

An ECE/CD summer school hourly rate is \$30.

ARTICLE 20 – EARLY CHILDHOOD EDUCATION/CHILD DEVELOPMENT

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 21– ADULT EDUCATION

Not applicable to Early Childhood Education/Child Development Programs.

ARTICLE 22 – PROFESSIONAL DUES OR FEES AND PAYROLL DEDUCTIONS

Article applies to all Early Childhood Education/Child Development Programs.

ARTICLE 23 – INDEPENDENT STUDY

Article applies to all Early Childhood Education/Child Development Programs.

APPENDIX 1 – SALARY SCHEDULES

ECE/CD Salary Schedules 3A, 3B, and 3C apply to Early Childhood Education/Child Development Programs.