

FRESNO UNIFIED SCHOOL DISTRICT

DISTRICT COUNTER-PROPOSAL

FTA NEGOTIATIONS

December 12, 2013

ARTICLE 4 – EARLY CHILDHOOD TEACHERS AND WORKING CONDITIONS

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.
12. ~~Child Development Center~~ 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.
23. After the District has met its needs in transfer of permanent teachers, in accordance with the teacher transfer article in this Agreement, ~~Child Development Center~~ Early Childhood Teachers shall be given preference for other permanent openings, if determined qualified by the District and well recommended.
34. Such teachers will be afforded previous service experience as a credentialed teacher, up to a limit of five (5) years.
45. 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 ~~past practice of the District~~.
56. Early Childhood ~~Center~~ Teachers will serve their duty days in no more than two segments of continuous service.
7. Early Childhood Teachers Work Year
 - A. Pre-kindergarten teachers work year shall be 183 days.
 - B. PACE teachers shall work 183 days.
 - C. Child Development Center Teachers work year shall be 261 days.
8. Child Development Center Teachers' work year shall be reduced ten (10) days below the maximum number of days required during the 1977-78 school year (261 days). 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 required shall be credited with a percentage of the ten (10)

days achieved by computing the percentage of their individually required days to the maximum days required

9. The professional day for full-time Early Childhood Teachers shall be eight (8) hours.

10. ~~Child Development Center Early Childhood~~ Teachers working in a Child Development setting will be provided with a one-half hour, duty-free lunch. ~~Pre-school~~ Pre-Kindergarten Teachers who teach two class sessions shall have the option, after consulting with the principal of scheduling a 30 minute duty free lunch period. This period shall be outside the four (4) hour time block required for each class section.

11. Sick Leave for Pre-kindergarten, PACE and Child Development Center teachers shall be provided consistent with past practice of the District.

12. 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.

<u>Period of Employment</u>	Allowance in Working	
	<u>Days for 10 and 12-Month Employees</u>	
	<u>10 Months</u>	<u>12 Months</u>
* 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

3 months prior to July 1	2	2½
4 months prior to July 1	3	3½
5 months prior to July 1	4	4
6 months prior to July 1	4½	5
7 months prior to July 1	5½	6
8 months prior to July 1	6	7
9 months prior to July 1	7	7½
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	12½	15
11 to 15 years	15	18
16 or more years	16½	20

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

NOTE: 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.

Vacation Not Cumulative: ~~On the theory that vacation is given annually for recreation and relaxation of the employees, it shall not e permitted to accrue for the purpose of taking extended vacations.~~—Earned vacation may be taken at any time that is recommended by the Center Supervisors of the Child Development Centers and approved by the Coordinator Manager of the Child Development Children's 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.

713. Holidays

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

Independence Day

Labor Day

~~Admission Day~~

Veterans Day

Thanksgiving Day and the following day

~~Christmas~~ ~~Winter~~ Holiday (December 24 ~~p.m.~~ and December 25)

New Year's Day

Lincoln's Birthday

~~Martin Luther King's Jr.~~ Birthday

Washington's Birthday

~~Good Friday~~ ~~Spring Break~~ ~~Friday~~

Memorial Day

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.

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

15406. Lead teachers will receive an additional \$1.00 per hour. Center Supervisors will receive an additional \$4.00 per hour. PACE Lead Teachers will receive an additional \$1.00 per hour.

NOTE: The caption on the Pre-School Teacher Salary Schedules at page 106 of the District/FTA Agreement should be changed from “Pre-School Teachers” to “Pre-Kindergarten Teachers.”