

ARTICLE 19: EARLY CHILDHOOD EDUCATION PROGRAMS

- 19.1 Except as otherwise indicated in this Agreement and as modified below, all Articles will apply to unit members classified Early Childhood Education (ECE) teachers.
- 19.2 Definition
- 19.2.1 Early Childhood Education (ECE) Programs are those programs that focus on the education of children between the ages of three and five years.
- 19.2.2 The Full Day ECE Program, also known as the Children’s Center Program offers full day sessions.
- 19.2.3 The AM/PM ECE Program also known as Preschool offers half-day sessions.
- 19.3 ECE Salary Schedule
- 19.3.1 The ECE teachers’ salary schedule is contained in the Appendix as Early Childhood Education (ECE) salary schedule. The schedule lists the annual amounts paid to unit members classified as ECE teachers with the qualifications indicated for step and column.
- 19.3.2 Reference to semester hours in “Child Care and /or Adult Education” in the definitions of the various college classes relates to credit accepted to meet the requirements in these areas of certification. All provisions of the regular unit members’ schedule, such as those relative to experience, credit, excess units, limitations on units earnable during a school year, prior approval of courses, and annual increments are applicable to the ECE salary schedule.
- 19.4 ECE Evaluation
- 19.4.1 ECE teachers will be evaluated in writing no less than every other year by the Program Coordinator of Early Childhood Education.
- 19.5 ECE Professional Development/Parent Conferences
- 19.5.1 Effective July 1, 2012, release time will be given to ECE Program Teachers who attend professional development during duty hours. If professional development is attended outside of duty hours, teachers will receive the stipend rate for attending. The stipend rate will be based upon the ECE substitute daily rate divided by five (5).
- 19.5.2 Effective July 1, 2012, ECE Program Teachers will receive release time during duty hours to conduct parent conferences.
- 19.6 ECE Staff Meetings
- 19.6.1 ECE Program teachers will attend all staff meetings as required. Notice of faculty meetings shall precede the meeting by forty-eight (48) hours. An agenda shall be provided prior to the meeting. Sites will hold not more than two (2) staff meetings per month, each not exceeding one-hour in duration. At least one staff meeting per semester will be dedicated to completing and submitting the State mandated forms. If additional time is needed, one hour per semester of monetary compensation will be offered. (Based on the ECE substitute teacher rate divided by five (5).)

- 19.7 The District shall assign staff to ECE classes consistent with the staffing ratios required by state and federal regulations. Every effort will be made to adhere to these ratios when staff are absent.
- 19.8 The ECE programs shall be exempt from participating in collaboration and minimum days.
- 19.9 Full Day ECE Program
- 19.9.1 The Full Day ECE Program is based upon a full-time assignment of eight (8) hours a day, exclusive of a thirty (30)-minute duty-free lunch, for a total of two hundred forty-five (245) working days, with the qualifications indicated for each step and column. The 245 working days includes fifteen (15) of vacation (calculated at 1.25 days with pay for each month worked) for a net of two hundred thirty (230) days of actual work.
- 19.9.1.1 Unit members in the Full Day ECE program are entitled to receive thirty (30) minutes of daily prep time. In the event that a preparation time is missed, unit members shall receive 0.5 hours paid time.
- 19.9.1.2 Unit members in the Full Day ECE program are required to work every day during the calendar year except Saturdays, Sundays and legal holidays. Local holidays granted by the Board of Education may not be holidays for Full Day ECE Program certificated personnel.
- 19.9.1.3 Full-time unit members in the Full Day ECE Program earn twelve (12) days sick leave per year.
- 19.10 AM/PM ECE Program
- 19.10.1 The AM/PM ECE Program is based upon a full-time assignment of eight (8) hours per day for a total of one hundred seventy-seven (177) school days (175 teaching days, one District Inservice day, and one Site Orientation day). (Current contract 19.4.3.1)
- 19.10.1.1 AM/PM ECE Program teachers, with a full-time assignment of eight (8) hours per day, teach two (2) three (3)-hour classes (one a.m. class and one p.m. class) of no more than twenty-four (24) students in each class, and have ninety (90) minutes of daily prep time and a thirty (30) minute duty-free lunch.
- 19.10.1.2 Full time unit members in the AM/PM ECE Program earn ten (10) days sick leave per year.
- 19.11 SDC Preschool Program
- 19.11.1 All provisions of the WTA Contract Agreement shall apply to full time unit members in the SDC Preschool Program.
- 19.11.2 Salary Schedule—Unit members in the SDC Preschool Program are placed on the Certificated Teachers' salary schedule contained in Appendix A.

19.11.3 Evaluation

19.11.3.1 SDC Preschool teachers will be evaluated in writing no less than every other year by the site principal.

19.11.4 Work Year

19.11.4.1 The SDC Preschool Program is based upon a full-time teaching assignment equivalent to certificated bargaining unit members in the K-12 program.

19.12 Early Childhood Education programs are intended to be financially self-sustaining programs contingent upon state and federal funding sources and sufficient enrollment. The District shall not be required to use general fund monies to support the Early Childhood Education Programs.