

TENTATIVE AGREEMENT
Between
Sweetwater Union High School District and
Sweetwater Education Association/CTA/NEA

March 10, 2023

ARTICLE 27
PART-TIME EMPLOYMENT

27.1 Part-time employment for a teacher work year may be requested by a permanent employee through written application and may be granted at the discretion of the District including the site of assignment.

- A. Applications must be filed whenever possible by March 1, but no later than the end of the third week in March of ~~May 1~~ each year. A member may still request to become part time after the filing date. ~~"A conference period" shall be defined as ten (10) minutes before and after school.~~ Conference Period as defined is applicable to part time employment as defined in Article 12.
- B. The employee unit member, who is serving in an assignment that is at least fifty percent ~~(50%)~~ sixty percent (60%) of a full contract assignment, shall serve a pro-rated number of the supervision assignments that are commensurate with those required of full-time staff. These assignments shall occur within their assigned part-time duty-day(s) per Article 12.
- C. A cumulative status report of part-time employment requests will be presented to the site Faculty Advisory Committee at meetings where master schedule discussion is required.
- D. Following submission of all part time applications to human resources from the sites, the District shall provide the Association a list of teachers and approved part-time FTEs.

27.2 ~~An employee~~ The unit member must notify in writing to their immediate supervisor, ~~no later than~~ whenever possible by March 1, but no later than the end of the third week in March of each year, of the intent to reapply or terminate part-time status. Any employee who terminates from his/her their part-time position shall be eligible for full-time employment.

The District will attempt to place the unit member at the same site unless such placement is precluded by limitations such as the following which affect school staffing:

- A. Changing school boundaries;
- B. Declining enrollments;
- C. Compliance with federal and/or state mandates; and
- D. Changing curriculum needs at the sites.

27.3 An employee accepting a part-time assignment will have salary and preparation time prorated according to the following formula:

- .2 assignment (or equivalent in an innovative schedule):= teach one (1) teaching class period, and have preparation time equivalent to twenty percent (20%) of one class period, and the salary will be paid at = twenty percent (20%) of full-time salary.

- .4 assignment (or equivalent in an innovative schedule): = teach two (2) teaching class periods and have preparation time equivalent to forty percent (40%) of one class period = , and the salary will be paid at forty percent (40%) of full-time salary.
- .6 assignment (or equivalent in an innovative schedule): = teach three (3) teaching class periods plus ten (10) minutes of non-instructional time based on the site's schedule (that may include a Conference Period), and have preparation time equivalent to sixty percent (60%) of one class period. The assignment may includes –an advisory/directed study period, or may be embedded in their innovative schedule of twenty (20) minutes or less. ~~the salary will be paid at sixty percent (60%) of full salary;~~ The salary will be paid at sixty percent (60%) of full-time salary plus full health benefits.
- .8 assignment (or equivalent in an innovative schedule):= teach four (4) teaching class periods ~~plus a preparation period~~ and have preparation time equivalent to eighty percent (80%) of one class period.= The salary will be paid at eighty percent (80%) of full-time salary plus full health benefits.
- For .6 and .8 assignments (or equivalent in an innovative schedule), all non-instructional duty time other than a site's equivalent of advisory, ELP or directed study, may be embedded in their innovative schedule.

~~Parties acknowledge that because of the differences in school site bell schedules, a part time assignment may differ. During the 2022-2023 school year, the parties shall meet to discuss each of the schedules to determine how to simplify the language in this section, such as determining what if any impacts occur in changing "teaching periods" to "teaching time" / "remaining time" or other agreed upon language. These result will be shared with bargaining teams and discussed for future revisions to this article. Should the Association or the District believe that an individual part time assignment is inappropriately occurring, the District and Association will discuss in an effort to reach resolution.~~

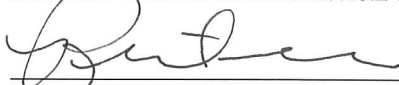
<u>Assignment*</u>	<u>Teaching Time/Section Equivalents (all schedules)</u>	<u>Preparation Period Equivalents (all schedules)</u>
<u>0.2 (20%)</u>	<u>one (1) teaching class period</u>	<u>twenty percent (20%) of one class period</u>
<u>0.4 (40%)</u>	<u>two (2) teaching class periods</u>	<u>forty percent (40%) of one class period</u>
<u>0.6 (60%)**</u>	<u>three (3) teaching class periods</u>	<u>sixty percent (60%) of one class period</u>
<u>0.8 (80%)**</u>	<u>four (4) teaching class periods</u>	<u>eighty percent (80%) of one class period</u>
<u>1.0 (100%)</u>	<u>five (5) teaching class periods</u>	<u>one hundred (100%) of one class period</u>

*based on standard schedule. Not applicable to innovative schedules.

**** 0.6 and 0.8 assignments include salary plus health benefits.**

- 27.4 The employee **unit member** on a part-time assignment will receive sick leave and personal necessity leave on a prorated basis; all other leaves apply, as appropriate.
- 27.5 The employee **unit member** who works at least half-time shall receive full District benefits for health, life, vision, and dental insurance as though rendering full-time service.
- 27.6 Approval of the employee's **unit member's** request shall be predicated upon District staffing requirements with consideration given to the strengths of employees **unit members** so that a balanced curriculum meeting the adopted policies of the Board is provided. If all considerations stated herein are equal, length of District service will determine the teachers selected under the provisions of this article.
- 27.7 The employee's **unit member** retirement contributions and the District's contributions will be pro-rated in accordance with STRS regulations.

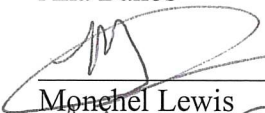
The Parties agree that the changes above will become effective upon ratification by the SUHSD Board of Education and SEA respectively.



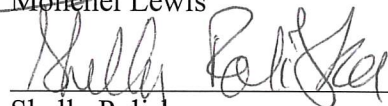
Lourdes Renteria, SEA Bargaining
Chairperson



Ana Banos



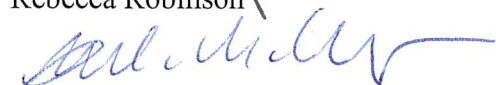
Monchel Lewis



Shelly Poliska



Rebecca Robinson



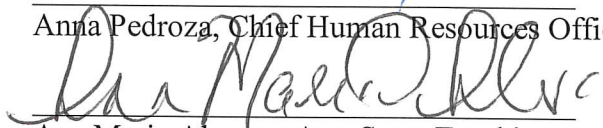
Chad Cooper, Executive Director, STCU,
CTA/NEA



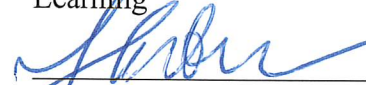
Roberto Rodriguez, Director, Labor Relations



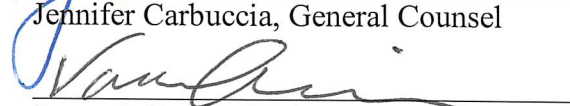
Anna Pedroza, Chief Human Resources Officer



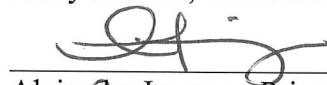
Ana Maria Alvarez, Asst Supt, Teaching &
Learning



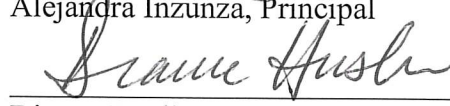
Jennifer Carbuccia, General Counsel



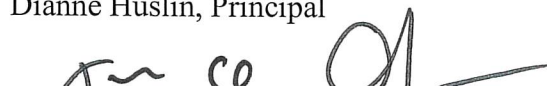
Jenny Salkeld, Chief Financial Officer



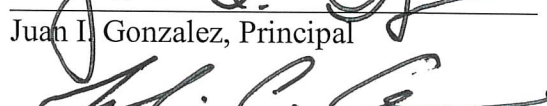
Alejandra Inzunza, Principal



Dianne Huslin, Principal



Juan I. Gonzalez, Principal



Julio Alcala, Principal