

Date:
Time:

ANTIOCH UNIFIED SCHOOL DISTRICT PROPOSAL
February 26, 2019
ARTICLE 11
HOURS OF EMPLOYMENT

11.3 Collaboration Time

The first early release Wednesday per month, except for August, December, January and June will be designated as collaboration time with team members. This collaboration time will be teacher driven. Each collaboration group shall turn in the minutes recorded and a sign-in of those present.

11.12 Part-Time Contract Assignments

11.12.1 Secondary Part-Time Contract Assignments: **Members teaching more than 50% but less than full time** teaching contract assignments **shall receive a prep assignment that is prorated to the percentage of their part time contract assignment.** ~~for three-fifths (3/5) or of a regular contract shall require the bargaining unit member to teach three (3) periods and have one (1) period of prep-conference time. These four (4) periods shall consist of four (4) consecutive class periods. Teaching contract assignments for four-fifths (4/5) of a regular contract shall require the unit member to teach four (4) periods and one and one-half (1.5) periods of prep/conference time. These five and one-half (5.5) periods shall consist of five and one-half (5.5) consecutive class periods. The intervention of a regularly schedule lunch period shall not be considered a break in the consecutive sequence of teaching and/or prep/conference-periods.~~

11.12.2 Elementary Part-Time Contract Assignments: Part-time contracts at the elementary level shall require the bargaining unit members to render service to the District pursuant to the workday composition as stated in Section 11.9.1 above, for amounts of time proportionate to the part-time percentage of the member's individual contract.

11.12.3 Any unit member working on a shared assignment of fifty percent (50%) or more, but less than seventy-five percent (75%), will receive one (1) year of credit on the salary schedule every other year, beginning with the base year of 1988-1989. It is further agreed by the Association and the District that a legal challenge to the use of the 1988-1989 base year and future years will invalidate this clause.

11.14 Preparation Time

11.14.1 Preparation Time in Grades 1-5: All bargaining unit members in grades 1 through 5,

including 6th grade that are housed at elementary sites, shall be provided one hundred and fifty (150) minutes of preparation time during the instructional week.

Preparation Time in Transitional Kindergarten and Kindergarten:

Kindergarten teachers shall schedule one hundred fifty (150) minutes of preparation times per week into their weekly schedules. Preparation time will occur outside the Kindergarten instructional day but within the regular work hours and be subject to the approval of the site principal.

Prep teachers shall be assigned a "home" site and will be required to attend staff meetings only at that site.

Prep teachers shall have the same amount of prep time as all other elementary teachers and prep periods shall not be less than thirty (30) minutes at a time.

- 11.14.3 ~~The present secondary preparation/conference policy may be modified to accommodate scheduling alternatives, e.g. flex and/or block, as long as non-instructional time (including prep time) is not reduced.~~

Preparation Time in Grades 6-8: Full-time bargaining unit members teaching middle school (6-8) shall have one (1) unassigned period per day set aside for preparation and planning. Exceptions may occur when the normal school day is shortened or classes are rescheduled for specific activities.

Preparation Time High School: Full-time bargaining unit members teaching high school shall have (1) unassigned period per day set aside for preparation and planning. Exceptions may occur when the normal school day is shortened or classes are re-scheduled for specific activities.

- 11.14.7 The District shall provide an online gradebook for use by unit members. Additionally, the District shall provide initial training, as well as ongoing support and training as needed. After training, unit members who are the teacher of record shall use the District provided online gradebook to provide assignment titles and grades at least every three weeks. The District may make this gradebook information accessible to parents as a means to engage parents regarding student achievement.

Note: The remainder of Article 11 shall remain as status quo.