

Glendale Teachers Association and Glendale Unified School District
CDCC TK MOU
Memorandum of Understanding

The Glendale Teachers Association (the “Association”) and the Glendale Unified School District (the “District”) hereby enter into this Memorandum of Understanding (“MOU”) regarding certificated CDCC teachers who are assigned positions within the Transitional Kindergarten (“TK”) program.

Throughout this MOU, the term “CDCC teachers” refers to certificated bargaining unit members currently identified as “EEELP teachers” in the Collective Bargaining Agreement (“CBA”) between the Association and the District (the “parties”).

1. Except where in conflict with this MOU, all items within the CBA and other MOUs shall remain fully in force for CDCC teachers who are assigned positions within TK programs including, but not limited to, duty-free breaks, meal times, and preparation time referenced in Article 7 section 2.e.(3).
2. To the greatest extent possible, the staffing ratio for TK classrooms shall be filled by certificated bargaining unit members.
3. CDCC teachers who are assigned positions within TK program shall be paid according to the salary schedule from Appendix H. Their work year shall follow the 186 day Elementary Attendance Calendar.
4. During instructional days, CDCC teachers who are assigned positions in the TK program shall be given an additional assignment within the extended care program or preschool program where they will report during hours that their TK class is not in session. If the additional assignment is on a different campus than the TK assignment, then the CDCC teacher’s assignment shall be considered “divided” and the member’s on-site obligation shall be seven (7) hours and thirty (30) minutes, including pupil (duty) free time, as described in Article 7 section 2.e.(2).
5. During all non-student attendance days referenced in Article 7 section 9 of the CBA, CDCC teachers who are assigned positions in TK classrooms shall, throughout their contractual day, participate in activities alongside the TK Classroom teacher with whom they are paired.
6. The parties recognize that CDCC teachers and Classroom teachers have distinct and separate job duties in TK classrooms, and that Classroom teachers will take the primary role in determining daily lessons, delivering instruction, assessing students, and shall serve as the primary contact person for parents and guardians of students in the class.

The parties agree to participate in TK Advisory Committee meetings called by either party on an as need basis regarding best ways to support TK students, employees, and families including, but not limited to, defining the separate roles that CDCC teachers and Classroom teachers play within the TK classroom. TK Advisory Committee meetings shall include representatives from the Association and the District, and shall occur during the contractual day of participating unit members. If a committee meeting is scheduled during duty-free time, participating unit members shall be compensated at their hourly rate of pay per Article 7 section 1.

The parties recognize that the CDCC position within the TK program is new and evolving, so this MOU might not address all issues that arise in advance of and during program implementation. Therefore, either party may reopen this MOU in order to negotiate relevant decisions and effects.

This agreement shall remain in effect until June 8, 2023, and may be extended by mutual agreement.

 5/12/2022

Sarah Morrison, GTA

 5/12/2022

Dr. Kyle Bruich, GUSD