

## Exhibit B

### ARTICLE VI

#### HOURS OF WORK

##### A. F. — Mandatory Work Year

- ~~1.~~ Mandatory Professional Work Year. Unless otherwise noted below, the total number of mandatory assigned duty days for ~~bargaining~~ unit members shall be 186, composed of 180 instructional days, three (3) days of mandatory staff development for secondary staff and two (2) full days and two (2) minimum days of mandatory staff development for elementary staff; one (1) ~~bargaining~~ unit member “set-up” day; one (1) ~~bargaining~~ unit member “take down” day; and one (1) non-instructional ~~bargaining~~ unit member duty day. No mandatory meetings will be held on the “take down” or “non-instructional” duty days. Mandatory meetings on the “set-up” day shall not exceed ~~2.5 hours~~ sixty (60) minutes. The District shall be responsible for the planning and implementation of the staff development days, with input from the Association.
- ~~2.1.~~ Mandatory ~~Extended~~ Work Year for School Librarians. School Librarians shall work a mandatory work year of 196 days.
- ~~3.2.~~ Mandatory ~~Extended~~ Work Year for School Nurses. School Nurses shall work a mandatory work year of 190 days. (moved from section I) During March of each school year, the nurses shall develop and submit a proposed work calendar for approval by the District. The District shall retain the final right to assign work days to all nurses for the upcoming school year, including ESY for the upcoming summer, following consultation with these unit members.
- ~~4.3.~~ Mandatory ~~Extended~~ Work Year for Agricultural Teachers. Agricultural teachers shall work a mandatory work year of 211 days.\*
- ~~5.4.~~ Mandatory ~~Extended~~ Work Year for Secondary Counselors. Secondary Counselors shall work a mandatory work year of 193 days.
- ~~6.5.~~ Mandatory ~~Extended~~ Work Year for Teachers on Special Assignment. Teachers on Special Assignment shall work a mandatory work year of 206 days. Days worked in excess of their mandatory 206 duty days shall be paid on a per diem basis. (moved from Article XIV A.7.)
- ~~7.~~ ~~Mandatory Extended Work Year for Instructional Coach. Instructional Coaches shall work a mandatory work year of 196 days.~~
- ~~8.6.~~ Mandatory ~~Extended~~ Work Year for Program Specialists. Program Specialists shall work a mandatory work year of 209 workdays per year.
- ~~9.7.~~ Mandatory ~~Extended~~ Work Year for School Psychologists. School Psychologists shall work a mandatory work year of 198 days.
- ~~10.8.~~ Mandatory ~~Extended~~ Work Year for Activities and Athletic Directors. Activities and Athletic Directors shall work a mandatory work year of 215 days.\* Athletic Director will be given an additional five (5) per diem days on a timecard.

~~11. Mandatory Extended Work Year for Athletic Directors. Athletic Directors shall work a mandatory work year of 220 days.\*~~

\*The parties recognize that unit members in these positions shall be granted the flexibility to work shorter days on extended work year days. This is due to the extra obligations required for activities/events for which these positions are responsible that occur outside of the regular duty day during the Mandatory Professional Work Year. The parties also recognize that the program needs for these positions are different from the instructional program offered to secondary students. Nonetheless, the parties intend these unit members receive per diem pay and benefits equal to that provided to all secondary unit members for performing equivalent, even if different, work. Thus, the on-site obligation for these unit members shall be equitable to the on-site obligation applicable to all secondary unit members.

Speech Language Pathologist Summer Coverage (moved from section L)

The Speech Language Pathologist unit members will create a plan by April 1<sup>st</sup> of each year for the upcoming summer to provide on-going summer coverage. Hours worked will be paid at the daily rate of pay equal to the hours assigned.

A. Basic Provisions B. On Site Obligations

1. ~~On Site Obligation.~~ The professional duties of unit members require both on-site and off-site hours of work, and the total time necessary to perform all professional duties will vary from day to day and from unit member to unit member. However, the normal scheduled on-site obligation shall not exceed the following:

Elementary Teachers <u>(PS, TK, and K)*</u>	7 hrs. and 10 min., including half-hour lunch
Secondary Teachers	7 hrs. and 40 min., including half-hour lunch
School Librarians	8 hrs., including half-hour lunch
School Nurses	7 hrs. and 40 min., including half-hour lunch
Counselors	8 hrs., excluding half-hour lunch
Psychologists	8 hrs., excluding half-hour lunch
<u>Program Specialists</u>	<u>8 hrs., excluding half hour lunch</u>
Elementary Music Teachers	7 hrs. and 40 min., including half-hour lunch (annualized)

The following teachers S shall observe the normal scheduled on-site obligation of ~~regular elementary or secondary~~ teachers listed above:

Special Education Teachers  
Speech/Language Hearing Teachers  
~~Reading Teachers Resource Teachers~~

\* ~~For the purposes of scheduling, T~~ the 6<sup>th</sup> grade teachers at Los Osos Middle School will follow the contract language for secondary teachers. secondary schedule also conforming with Article VI.A.3.

- ~~2. Elementary Regular Classroom Teacher Instructional Time. Elementary teachers shall have the following instructional minutes annually:~~

<u>Grade</u>	<u>Annualized Daily Minutes</u>	<u>Annual Minutes</u>
<u>Kindergarten</u>	<u>200</u>	<u>36,000</u>
<u>Grades 1-6</u>		<u>51,744</u>

3.2. Elementary Instructional Time. The number of instructional minutes for an elementary teacher is the length of the duty day minus lunch minus prep.

3. Secondary Instructional Time. Given a regular 7 hour and 40 minute on-site work day for full-time middle school and high school teachers, the District shall reserve three hours of that work day (annualized) for non-teaching activities, unless a school chooses to develop and approve a schedule, as provided below, with less than three hours of non-teaching time. Activities designated as "non-teaching" shall include a 30-minute duty-free lunch, preparation time, and passing periods. Other activities designated as "non-teaching" shall include but not be limited to supervision duties, teacher collaboration, and in-class time where full student attendance is not required.

4. Management Team. The Management Teams at high schools and middle schools shall determine the structure of the -instructional day/year (e.g. block schedule, six period schedule, etc.) schedule (exclusive of calendar) consistent with the following:

- a. The schedule must comply with District policy and standards, and State and Federal laws and regulations;
- b. The schedule must comply with provisions of this Article and this Agreement;
- c. Teachers shall be teaching students in regular classroom instruction for 280 minutes per day on an annualized average, although minor variances are acceptable if they are necessary to make a particular schedule work;
- d. The schedule must insure compliance with the minimum number of annual instructional minutes as required by law per Education Code § 46201 (64,800 minutes for high school and 54,000 minutes grades 4-8); and
- e. To permit the Management Team flexibility to determine the instructional day/year schedule, it may include class sizes that exceed the individual class maximum of 35. If such class sizes are disclosed as part of the plan prior to approval, approval of the plan shall be regarded as automatically satisfying important instructional needs under Article X.C.D.

The Management Team shall be composed of no less than twelve (12) people, two-thirds of whom shall be classroom teachers with one-half the classroom teachers elected by their associates. Changes in the structure of the instructional day/year schedule are subject to approval by a secret ballot majority vote of the site SLCTA members, plus approval by the Board of Education.

If, after all reasonable efforts, the Management Team's proposed instructional day/year schedule remains unacceptable to either the site SLCTA members or the School Board, the instructional day/year schedule at that school shall revert to a six-period day in which teachers teach five regular periods, consistent with the above-described minimum standards.

C. Exceptions to On-Site Obligation. Unit members may leave after the student day has ended and their professional on-site responsibilities as defined in section 5A have been completed rather than necessarily

observing the normal minimum on-site hours provided they give notice to the site administrator and school office. "After the student day" means after the end of the last scheduled period at secondary schools; after the individual unit member's class has been dismissed at the elementary schools; and for all other ~~contract~~ unit members, after the last class has been dismissed at the school to which the unit member is assigned, or 3:30 p.m., whichever comes first.

D. Additional Duties Relating to Unit Member's Regular Assignment. Each unit member is responsible for performing duties which are reasonably related to his/her regular assignment, depending upon the educational program and pupil needs. See also sections B, C, and D below, which contain related provisions.

1. Professional duties which may routinely require work outside the described normal scheduled on-site hours include:
  - Planning and preparing lesson plans.
  - Selecting materials for instruction.
  - Reviewing and evaluating work of pupils.
  - Conferring with pupils and/or parents.
  - Keeping records.
  - Department and/or grade level meetings.
  - Proper use and control of District property, equipment, material, and supplies. (This is not intended to have any bearing upon the financial liability, if any, of unit members who are entrusted with District property, equipment, material, or supplies.)
2. Professional duties under the direction of the site or District administration and required within the normal scheduled on-site hours (excluding lunch) include:
  - Conferences with staff, teacher and parent and/or student.
  - Supervising pupils and activities related to the unit member's regular assignment.
  - Participating in professional activities related to the unit member's regular assignment.
  - Participating in staff development programs relating to the unit member's regular assignment.
  - Other reasonably related duties as assigned.
3. Professional duties under the direction of the site or District administration and required beyond the normal scheduled on-site hours include:
  - Participating and supervising Back-to-School, Open House, an information nights, and graduation.
  - Attendance at faculty meetings—There shall be no more than two per month which require attendance beyond the normal scheduled on-site duty hours, and with no single meeting exceeding 75 minutes beyond such duty hours.

E. Additional Duties with Extra Pay. Selected duties beyond the normal scheduled on-site hours and/or regular work year for which additional compensation is provided include:

1. Assigned or approved curriculum development (creating and/or writing new programs and/or new curriculum) will be paid as follows:

- If on a day which is not a normal scheduled work day, compensation will be paid based on the unit member's per diem rate.
- If on a scheduled work day but outside the normal scheduled on-site hours, compensation will be paid at the teacher hourly rate.

2. Participation in District offered in-services and District offered workshops, beyond the normal scheduled on-site hours or on a day that is not a scheduled work day will be paid at the teacher hourly rate.

3. Reading Recovery Teacher Compensation

- a. ~~Each Reading Recovery teacher shall receive four (4) hours of compensation at his/her per diem rate for each of his/her Reading Recovery students who complete four or more weeks of Reading Recovery lessons. Such payment represents full compensation to the Reading Recovery teacher for all required Reading Recovery services other than the direct delivery of Reading Recovery instruction to students.~~
- b. ~~Reading Recovery teachers who are contracted full-time elementary classroom teachers and who teach Reading Recovery outside of their assigned full-time work schedule shall be compensated at their per diem salary rate for the time spent in direct delivery of Reading Recovery instruction to students. Reading Recovery teachers who are contracted full-time elementary classroom teachers shall be compensated for 15 minutes of the per diem rate of pay if the student is unexpectedly absent. An unexpected absence is defined as one in which the student fails to appear for the scheduled service without prior notice.~~
- c. ~~Reading Recovery teachers who are not contracted full-time elementary classroom teachers, shall be contracted on a pro-rata basis for the time spent in the direct delivery of Reading Recovery instruction to students. If a particular assigned student does not appear for instruction, Reading Recovery teachers will be compensated for the scheduled student time and will be assigned other duties by the site administrator for an equivalent period of time. No teacher shall be eligible for more than a full-time contract. Reading Recovery teachers whose hours exceed a full-time contract shall be compensated per paragraph 2, above.~~

E.F. Supervisory and Advisory Duties Beyond Those Relating to a Unit Member's Regular Assignment.

1. Elementary Supervisory and Advisory Duties

Each unit member shall also be responsible for the performance of supervisory and advisory duties in addition to those which are directly related to his or her other regular instructional assignment. Such duties shall be equitably distributed among unit members at the site. Examples are supervising of playground, campus, bus and cafeteria activities, and preparing for and supervising after-school and/or evening events and activities other than those referred to in Section A.5. above.

2. Secondary Supervision Duties Within the Duty Day

Middle and high school classroom teachers (except Continuation Education personnel) may also be assigned pupil supervision duties during their normal on-site hours. Such supervision time is

to be used pursuant to the reasonable direction of the site administrator and must be equitably distributed among the teaching staff over the course of the school year.

3. Secondary Supervisory and Advisory Duties Beyond the Normal On-Site Duty Hours

Duties of this kind shall be reasonably and equitably assigned among the staff at the site, with consideration given to the voluntary preferences of individual staff members. Distribution of extracurricular time and assignments are to be based upon a maximum of four-hour time segments with the total not to exceed 10 ~~14~~ hours per year.

F.G. Secondary Preparation Period

Each regular, full-time middle and high school classroom teacher shall be afforded preparation periods equivalent to a class, consistent in length with the master schedule cycle of classes for the site. Preparation periods shall be used for professional, job related work including preparation for classes, preparation of teaching materials, and conferences with administrators, staff, counselors, students and parents. During the scheduled preparation period, unit members shall not normally be expected to perform pupil supervision or classroom teaching duties. However, they may be required to do so in emergencies, or where another unit member is absent and no substitute is readily available to cover the assignment or when needed to cover for a teacher who is engaged in assigned athletic or other extracurricular activities. The affected unit member shall be paid for such duties at the teacher hourly rate. Reasonable effort shall be made to limit the number of such assignments, and such assignments shall be reasonably distributed to the extent individual schedules permit.

G.H. Elementary Preparation/~~Conference~~ Supervision Time

Within the normal scheduled on-site obligation of ~~regular~~, full-time elementary classroom teachers, all time not scheduled for classroom instructions, recess or lunch shall be devoted to the performance of non-classroom teaching duties, preparation, conferences with pupils, parents, staff and administrators, and the supervisory and other duties indicated in Section B (check section) of this Article.

The District shall provide each full-time ~~regular~~ classroom teacher of grades 4-6 preparation time of 150 minutes per week. The District shall provide each full-time ~~regular~~ classroom teacher of grades Preschool ~~grade 3 + 3~~ preparation time of 100 minutes per week. The District shall provide each full-time elementary music and P.E. teacher preparation time of 100 minutes per week. Preparation time will not include travel, lunch or breaks. Preparation time lost as a result of minimum days, holidays, and non-student days shall not be the responsibility of the District, excepting that, on minimum days, a modified preparation schedule will be maintained so that over the course of the year, the preparation time on such days is distributed equitably. The District shall avoid scheduling meetings during this time, as it has been allocated primarily for individual preparation.

~~Regarding parent conferences, unless a parent requests otherwise, the second such meeting each year for students in grades 4-6 shall be optional for those students who are performing at least a B average level with no grades of D or F and no unsatisfactory conduct problems. (moved to section J)~~

K.I. Elementary Teacher Collaboration Time (TCT)

a. TCT shall be for teacher collaboration and shall be scheduled within the teacher duty day.

- b. TCT shall be used only for department meetings, grade level meetings, interdisciplinary meetings, cross-grade level meetings, staff development activities, improvement planning, preparing assessments, analyzing data, and designing instructional strategies as a group.
- c. Notwithstanding the definition of TCT in 2b) above, ~~60~~50% of TCT may be used by teachers for preparation annually.
- d. Twenty ~~five~~ percent (~~20~~25%) of TCT shall be directed by classroom and itinerant teachers.
- e. Twenty ~~five~~ percent (~~20~~25%) of TCT shall be directed by site administrators.
- f. TCT schedules shall be determined at individual school sites.

#### I. Duty-Free Lunch

During the 30-minute uninterrupted duty-free portion of the lunch period, unit members will not be expected to perform pupil supervision or classroom teaching duties, except when their services are needed in emergency situations which could not normally be anticipated.

#### J. ~~Work Year (moved to section A)~~

- ~~1. Mandatory Professional Work Year. Unless otherwise noted below, the total number of mandatory assigned duty days for bargaining unit members shall be 186, composed of 180 instructional days, three (3) days of mandatory staff development; one (1) bargaining unit member "set up" day; one (1) bargaining unit member "take down" day; and one (1) non-instructional bargaining unit member duty day. No mandatory meetings will be held on the "take down" or "non-instructional" duty days. Mandatory meetings on the "set up" day shall not exceed 2.5 hours. The District shall be responsible for the planning and implementation of the staff development days, with input from the Association.~~
- ~~2. Mandatory Extended Work Year for School Librarians. School Librarians shall work a mandatory work year of 196 days.~~
- ~~3. Mandatory Extended Work Year for School Nurses. School Nurses shall work a mandatory work year of 190 days.~~
- ~~4. Mandatory Extended Work Year for Agricultural Teachers. Agricultural teachers shall work a mandatory work year of 211 days.\*~~
- ~~5. Mandatory Extended Work Year for Secondary Counselors. Secondary Counselors shall work a mandatory work year of 193 days.~~
- ~~6. Mandatory Extended Work Year for Teachers on Special Assignment. Teachers on Special Assignment shall work a mandatory work year of 206 days.~~
- ~~7. Mandatory Extended Work Year for Instructional Coach. Instructional Coaches shall work a mandatory work year of 196 days.~~
- ~~8. Mandatory Extended Work Year for Program Specialists. Program Specialists shall work a mandatory work year of 209 workdays per year.~~

~~9. Mandatory Extended Work Year for School Psychologists. School Psychologists shall work a mandatory work year of 198 days.~~

~~10. Mandatory Extended Work Year for Activities Directors. Activities Directors shall work a mandatory work year of 215 days.\*~~

~~11. Mandatory Extended Work Year for Athletic Directors. Athletic Directors shall work a mandatory work year of 220 days.\*~~

~~\*The parties recognize that unit members in these positions shall be granted the flexibility to work shorter days on extended work year days. This is due to the extra obligations required for activities/events for which these positions are responsible that occur outside of the regular duty day during the Mandatory Professional Work Year. The parties also recognize that the program needs for these positions are different from the instructional program offered to secondary students. Nonetheless, the parties intend these unit members receive per diem pay and benefits equal to that provided to all secondary unit members for performing equivalent, even if different, work. Thus, the on-site obligation for these unit members shall be equitable to the on-site obligation applicable to all secondary unit members.~~

#### K. Parent Conferences and Focus Weeks

~~(moved from section D) Regarding parent conferences, unless a parent requests otherwise, the second trimester parent conference such meeting each year for students in grades 4-6 shall be optional for students in grade K-6 those students who are demonstrating progress toward meeting end-of-year grade level academic and behavior expectations as determined by students receiving all 3's, C's, or U's. Exceptions can be made on a case by case basis, performing at least a B average level with no grades of D or F and no unsatisfactory conduct problems.~~

Elementary teachers will not be required to attend any meeting, workshop, or in-service for longer than 15 minutes during the week prior to elementary parent conferences and during the week of elementary parent conferences unless needed to comply with the law or in an emergency. Secondary teachers will not be required to attend any meeting, workshop, or in-service for longer than fifteen (15) minutes during the week prior to secondary finals and the week of secondary finals. These weeks shall be declared *Focus Weeks*.

By banking minutes, elementary schools will be dismissed at 1:00 p.m. during parent conference weeks. ~~During the week P~~rior to the first parent conference weeks, there will be a full student-free day. ~~Prior to the second parent conference week, there will be two minimum days~~ for preparation for these conferences. ~~Dismissal on these two days will be at 1:00 p.m.~~

#### ~~K.~~ L. Pre-School, Transition Kindergarten, and Kindergarten Teachers

The parties recognize that the District's pre-school program requires flexibility to allow for appropriate site based implementation. The parties also recognize that the instructional program for pre-school students is different from the instructional program offered to elementary students. Nonetheless, the parties intend that pre-school teachers receive pay and benefits equal to that provided to elementary teachers for performing equivalent even if different work. Thus, the on-site obligation for pre-school teachers shall be equitable to the on-site obligation applicable to elementary teachers.

#### M. Instructional Calendar

~~G.~~ Commencing on or about November 1 each year, a Superintendent's Committee (Calendar Committee), consisting of two administrators, two teachers appointed by the Association, and other advisory members as approved by both, shall develop potential school year calendar proposals for the following two years or years. No later than December 1 of the year prior to the year of implementation, the Committee shall recommended instructional calendars to the Board of Education for approval. No year round calendar or a modified/traditional intersession calendar shall be implemented without the negotiated approval of the Association.

The District reserves the right to change the calendars those schedules in the event of emergencies such as fire, flood or epidemic, governmental action such as declaration of holidays or school closing, or for any other extraordinary condition. Whenever practicable, the District shall consult with the Association about such changes.

~~G.-N.~~ Hourly Personnel and Unit Members Teaching Adult School Classes

The foregoing provisions A through L,F are not applicable to hourly personnel.

~~One hour of preparation time for each day worked will be allowed for full-time hourly employees working at PathPoint, Achievement House, and Casa de Vida. In addition, unit members at Achievement House, PathPoint, and Casa de Vida who are directed to attend a staff meeting outside of their regular scheduled work and preparation hours shall receive one hour's pay for such attendance.~~

~~PathPoint, Achievement House, and Casa de Vida personnel who are regularly assigned more than eighteen (18) hours per week shall receive the following paid holidays (paid the same as their normal assignment would yield for that day), provided they were in paid status on the working days immediately preceding or succeeding the holiday:~~

- ~~\_\_\_\_\_ Independence Day~~
- ~~\_\_\_\_\_ Labor Day~~
- ~~\_\_\_\_\_ Veterans Day~~
- ~~\_\_\_\_\_ Thanksgiving Day~~
- ~~\_\_\_\_\_ Friday after Thanksgiving Day~~
- ~~\_\_\_\_\_ Christmas Eve Day through New Year's Day~~  
~~\_\_\_\_\_ (either 5, 6, or 7 days, depending upon calendar)~~
- ~~\_\_\_\_\_ Martin Luther King Day~~
- ~~\_\_\_\_\_ Lincoln Day~~
- ~~\_\_\_\_\_ Washington Day~~
- ~~\_\_\_\_\_ Good Friday~~
- ~~\_\_\_\_\_ Memorial Day~~

~~PathPoint, Achievement House, and Casa de Vida teachers who are regularly assigned more than eighteen (18) hours per week shall accrue 5/12 of a day of paid vacation for each month (up to 5 days annually) in paid status during the first two years of employment. Thereafter, they shall accrue 10/12 of a day of paid vacation for each month (up to 10 days annually) in paid status. In addition, a longevity increase of additional vacation days (up to 17 days annually) shall accrue according to the following schedule. Accrued vacation may be utilized at the mutual agreement of the unit member and the District.~~

- ~~\_\_\_\_\_ Years 1 and 2 \_\_\_\_\_ Up to 5 vacation days~~
- ~~\_\_\_\_\_ Year 3 \_\_\_\_\_ Up to 10 vacation days~~
- ~~\_\_\_\_\_ After three years of service \_\_\_\_\_ 11 vacation days per 18+ hours/week~~
- ~~\_\_\_\_\_ After six years of service \_\_\_\_\_ 12 vacation days per 18+ hours/week~~

<del>_____</del>	<del>After nine years of service</del>	<del>13 vacation days per 18+ hours/week</del>
<del>_____</del>	<del>After twelve years of service</del>	<del>14 vacation days per 18+ hours/week</del>
<del>_____</del>	<del>After fifteen years of service</del>	<del>15 vacation days per 18+ hours/week</del>
<del>_____</del>	<del>After eighteen years of service</del>	<del>16 vacation days per 18+ hours/week</del>
<del>H. _____</del>	<del>After twenty one years of service</del>	<del>17 vacation days per 18+ hours/week</del>

Unit members who teach mandated classes for the Adult School will be paid at the teacher hourly rate. Teachers of non-mandated classes whose enrollment exceeds the minimum paid registration requirements will be paid at the teacher hourly rate. Teachers who teach non-mandated classes whose enrollment has not met minimum enrollment requirements may, if both the District and the teacher agree, teach the course and be paid an amount equal to 80% of the total registration fees paid for that class. Also, the District and a teacher of a non-mandated class may in their discretion agree to a rate of pay in excess of the teacher hourly rate.

~~H.~~ O. Special Education Release Days and Supplemental Supports

~~All unit members teaching special education will receive eight (8) release days per year. The district desires to provide supplemental support to designated special education teachers as appropriate on an individualized basis. The District's administrative procedure and form for requesting special education supplemental supports are attached as Appendix G to this agreement. The purpose of attaching the procedure and form to the agreement is to better communicate its existence to bargaining unit members.~~ The District's special education supplemental support procedure ~~and form~~ shall not be subject to negotiations and the grievance machinery of the collective bargaining agreement. The District retains its management prerogative to change its special education supplemental support procedure ~~and form~~ without negotiations.

~~I.~~ (moved to A2) School Nurse Work Calendar

~~During March of each school year, the nurses shall develop and submit a proposed work calendar for approval by the District. The District shall retain the final right to assign work days to all nurses for the upcoming school year, including ESY for the upcoming summer, following consultation with these unit members.~~

~~J.~~ (moved this to section A) Speech Language Pathologist Summer Coverage

~~The Speech Language Pathologist unit members will create a plan by April 1<sup>st</sup> of each year for the upcoming summer to provide on-going summer coverage. Hours worked will be paid at the daily rate of pay equal to the hours assigned.~~

~~K.~~ Elementary Teacher Collaboration Time (TCT)

~~g. TCT shall be for teacher collaboration and shall be scheduled within the teacher duty day.~~

~~h. TCT shall be used only for department meetings, grade level meetings, interdisciplinary meetings, cross-grade level meetings, staff development activities, improvement planning, preparing assessments, analyzing data, and designing instructional strategies as a group.~~

~~i. Notwithstanding the definition of TCT in 2b) above, 50% of TCT may be used by teachers for preparation annually.~~

~~j. Twenty five percent (25%) of TCT shall be directed by classroom and itinerant teachers.~~

~~k. Twenty five percent (25%) of TCT shall be directed by site administrators.~~

~~l. TCT schedules shall be determined at individual school sites.~~

#### L. Pre School Teachers

~~The parties recognize that the District's pre-school program requires flexibility to allow for appropriate site based implementation. The parties also recognize that the instructional program for pre-school students is different from the instructional program offered to elementary students. Nonetheless, the parties intend that pre-school teachers receive pay and benefits equal to that provided to elementary teachers for performing equivalent even if different work. Thus, the on-site obligation for pre-school teachers shall be equitable to the on-site obligation applicable to elementary teachers.~~