

Handwritten initials/signature in blue ink.

UTLA counterproposal to ECRA proposal dated November 12, 2016; 11:38am.

ARTICLE XIV – EMPLOYMENT CLASSIFICATION

14.1 Probationary Employees

14.1.1 Probationary Status: The probationary period for certificated employees at ECRA shall be two (2) years of consecutive and complete service. To begin probationary status at ECRA, an employee must hold a preliminary credential or higher. The Executive Director reserves the right to may offer an employee a third year of probationary status (Probationary ~~Three~~ **3** status) in lieu of non-reelection if, and only if the employee was evaluated, received at least ~~five (5)~~ “needs improvement” marks, and was issued a Final Evaluation Report in accordance with Article VIII during their second year of consecutive service. A third or fourth year of probation may also be extended to a probationary employee to complete BTSA or induction requirements, or to demonstrate improved performance in lieu of a non-reelection. A complete year of probationary service is defined as active, full-time service for at least seventy-five percent (75%) of the school days in each year.

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14.1.2 Non-reelection of Probationary Employees

- a. **Probationary 2 and Probationary 3 Employees:** Notice of non-reelection from probationary employment with ECRA, must be provided by the Executive Director no later than May 15 of the second consecutive and complete school year of probationary service. **A warning notice regarding the possibility of non-reelection will be provided before March 15. Non-reelection may be without cause provided the aforementioned notice requirements are met by ECRA.**
- b. **Probationary One Employees:** A [P]ro probationary 1 employee subject to non-reelection shall be provided written notice thereof at least twenty-one (21) calendar days prior to such non-reelection. **Non-reelection may be without cause provided the aforementioned notice requirements are met by ECRA.** For probationary 2, 3 or 4 employees, a warning notice regarding the possibility of non-reelection will be provided before March 15. Probationary 2, 3 and 4 employees may be non-reelected without cause, if notice is given by May 15 of the school year in which non-reelection notice is given.

UTLA PROPOSAL DATE: _____ TIME: _____

- 14.1.3 **Resignation:** Probationary employees who resign from employment at ECRA and return thereafter to employment may be allowed to recommence employment at the same probationary level at the time of resignation.

- 14.2 **Permanent Employees:** Following satisfactory service of two (2) consecutive and complete school years of service (or three or four if probation is extended) and completion of ECRA approved Induction and/or BTSA Program and/or the holding of a professional clear credential, the employee shall be deemed permanent with all attendant rights. **However, an employee who fails to keep a current credential consistent with legal requirements may be subject to the same dismissal procedures used for egregious misconduct under Article IX of this Agreement.**

- 14.3 **University Intern:** For University Interns serving at ECRA, such employees serve solely pursuant to an employment contract. Time served during the University Intern status shall not count toward probationary status and any and all right associated with a University Intern shall be pursuant to the employment contract. Such contract may be non-renewed without cause.

SUBJECT TO RATIFICATION BY PARTIES.

UTLA

2/10/16

DATE

~~UTLA~~ ECRA

2/10/16

DATE