

ARTICLE XI-A

URBAN CLASSROOM TEACHER PROGRAM (UCTP)

~~1.0 — Condition Precedent: The Urban Classroom Teacher Program (UCTP) has been agreed to with the understanding and condition that all costs will fully qualify for State reimbursement under the mandated cost provisions of the Education Code. In the event that any costs do not so qualify, the program(s) may be terminated immediately.~~

~~2.0 — Selection of Schools: The District will designate the UCTP schools and reserves the right to determine the number and identity of participating schools. District selection of the number or location of UCTP schools is excluded from the Grievance Procedure (Article V).~~

~~3.0 — Eligibility for UCTP: The designation of Urban Classroom Teachers shall be restricted to employees who are time reported or serving full-time in one UCTP school.~~

~~4.0 — Selection, Assignment and Reassignment of UCTP Staff: Selection, assignment or reassignment of employees to or from District designated UCTP locations shall be made consistent with goals and applicable provisions of this Agreement. In addition, procedures used for selection, assignment, and reassignment of full-time staff to UCTP programs, shall include:~~

- ~~_____ a. — Names of UCTP locations will be advertised District-wide;~~
- ~~_____ b. — All appropriately credentialed contract teachers are eligible to apply for open UCTP positions at a given UCTP site. Those currently assigned to a UCTP site shall be retained, provided they were not rated "below standard" or deemed "unsuccessful." Where there are insufficient applicants for a given UCTP site, those who applied to other sites may be interviewed. Contract teachers currently assigned to or on leave from the designated UCTP site who are not interested in continuing on the UCTP staff, and those who do not agree to perform additional duties or responsibilities, will be administratively transferred to other schools within the current administrative region pursuant to Article XI, Section 2.0 as soon as replacements are available.~~
- ~~_____ c. — Selection of staff to fill UCTP openings shall be based upon principals' review of applications and such interviews by principals and/or other school staff members as are deemed necessary by the principal. Personnel selected by the District shall be transferred to the UCTP location.~~
- ~~_____ d. — An eligible contract teacher who applies for and is transferred to a District designated UCTP location is guaranteed right of return to the Local District to which the teacher was assigned at the time~~

Article XI-A – Urban Classroom Teacher Program (UCTP)

~~of transfer effective the September following completion of three (3) full school years of service at the same UCTP location. Return rights may be deferred to September (only) of the two (2) school years following the original right of return date. Time spent on formal leaves of absence shall not be counted toward the three (3) year service requirement for return rights except for formal leaves of absence as the result of an unprovoked act of violence (Special Physical Injury Leave) or a bona fide industrial accident or industrial illness leave that does not exceed 60 working days shall be counted toward the service requirement.~~

~~————— e. ——— Should the District discontinue the UCTP Program, eligible teachers assigned under Section 5.0 will be granted return rights specified in Paragraph 5.0(d) above effective the September following such discontinuance. Should a schools designation as UCTP be discontinued by the District, eligible teachers assigned under Section 5.0 may apply for placement at another UCTP site or request return rights specified in Paragraph 5.0(d) above effective the September following such discontinuance. Return rights under this paragraph do not require three (3) years of UCTP service.~~

~~————— 5.0 Duties and Responsibilities: Each Urban Classroom participant shall make an individual commitment in writing to perform certain assigned duties and responsibilities in addition to those required by the employee's basic assignment. Successful performance of both basic duties and the assigned additional duties and responsibilities shall be a condition of continued assignment to any UCTP location. In addition to the regular evaluation process, which determines whether or not an employee "meets or exceeds" District standards, UCTP participants are subject to evaluations (which may or may not be conducted in conjunction with the regular evaluation process) to determine whether the employee has "successfully" performed as indicated above. In such evaluations, the administrator shall comply with the procedures of Section 5.0 of Article X. The additional duties and responsibilities shall involve 2.5 hours of service per week and to total 88.5 hours per year. Duties and responsibilities shall be equitably distributed and subject to the test of reasonableness and may be revised from time to time. By way of example, below is a partial listing of duties and responsibilities, one or more of which shall be required of each UCTP participant.~~

~~————— a. ——— For a specific number of students assigned or referred, ——— additional responsibility for:~~

~~————— (1) ——— Tutoring students;~~

~~(2) ——— Performing attendance duties such as truancy follow-ups;~~

~~————— (3) ——— Counseling students;~~

Article XI-A – Urban Classroom Teacher Program (UCTP)

~~(4) Conduct additional periodic parent conferences including school-wide parent conference programs;~~

~~b. Conduct special homeroom or guidance room; periodic parent conferences including school-wide parent conference programs;~~

~~c. Conduct additional periodic parent conferences including school-wide parent conference programs.~~

~~d. Perform additional supervision duties;~~

~~e. Sponsor additional student activities;~~

~~f. Attend additional staff development meetings;~~

~~g. Develop and implement required instructional plans necessary to implement the program for the school year;~~

~~h. Develop and implement required school policies and programs such as Homework and Guidance;~~

~~i. Develop necessary instructional materials;~~

~~j. Develop and attend articulation meetings with faculty from other schools.~~

~~k. Accept additional coordinator and coaching duties;~~

~~l. Conduct elective school club activities.~~

~~5.1 At UCTP locations, the above additional hours, duties, and responsibilities are not to diminish employee responsibilities referred to in Article IX. Also, the additional responsibilities for UCTP locations are not to diminish employee responsibilities at non-UCTP locations.~~

~~6.0 Differential Payments: Urban Classroom Teachers shall receive a lump-sum salary differential payment of \$1,081 per semester.~~

~~6.1 Absences causing a loss of UCTP "additional duties" totaling five hours or more per semester shall result in a proportionate reduction in the UCTP differential payment.~~

~~6.2 No differential shall be paid for summer school or for any period of time which exceeds the equivalent of a C Basis assignment.~~

~~7.0 Substitute Teachers: Substitute teachers who qualify as Extended Substitutes pursuant to Article XIX, Section 4.0 shall be eligible to participate in the UCTP provided they meet all of the other conditions required of regular teachers.~~

Article XI-A – Urban Classroom Teacher Program (UCTP)

~~7.1 The lump-sum salary differential will be paid effective the date the UCTP Commitment was signed.~~

~~7.2 No substitute or contract teacher serving in a pool shall receive the UCTP salary differential unless the teacher meets all other requirements of this section~~

Article XI-A – Urban Classroom Teacher Program (UCTP)