

ARTICLE II - RECOGNITION AND GENERAL DEFINITIONS

A. Recognition

In accordance with the EERA (Educational Employment Relations Act), Santa Cruz City School District recognizes the Greater Santa Cruz Federation of Teachers (The Federation), AFT Local 2030, AFL-CIO, as the exclusive bargaining representative of the non-administrative certificated employees as specified and defined in Article II, Section C. The District and the Federation agree that in the event a unified local teacher organization is formed, the unified organization may become the recognized bargaining agent upon consent of the Public Employment Relations Board, with appropriate name changes made in this Agreement.

Hereafter, the Santa Cruz City School District will be referred to as the "District" or as the "Employer." Hereafter, the Greater Santa Cruz Federation of Teachers will be referred to as The Federation.

B. Definitions

Where the term: "Principal" is used, it is to include the appropriate administrator of a work location. Such a person cannot be a member of the bargaining unit.

Where the term: "Employee" is used, it is to include all members of the bargaining unit, except where specifically noted.

Where the term: "Administrator" or "Administrative Personnel" is used, it shall include the Superintendent, Assistant Superintendents, all Principals, Assistant Principals of any work location, or any person(s) who have been designated the authority to act in the place of the Superintendent, Assistant Superintendent, or any Principal or Assistant Principal, or any other administrative personnel appropriate under the circumstances. Wherever the singular is used, it is to include the plural unless otherwise indicated.

C. Definition of Bargaining Unit

Inclusions:

1. Regular Classroom Teachers
2. Special Day Class - Learning Handicapped Teachers
3. Resource Specialists

4. Designated Instructional Services Teachers:
 - a. Speech and Language Specialists
 - b. Hearing Impaired Specialists
 - c. Adaptive P. E. Specialists
 - d. And all individual and small group instruction teachers
5. English as a Second Language/Bilingual Teachers
6. Reading and Math Specialists
7. Counselors
8. Psychologists
9. Library Media Teachers
10. School Nurses
11. Work Experience Coordinators
12. Work Furlough Teachers
13. Independent Study Teachers
14. Community School Teachers
15. T.A.M. Teachers
16. Home Teachers
17. Vocational Educators
18. Any certificated position, employed by contract, not designated by the Governing Board as Management, Supervisory, or Confidential, and which is not represented in another recognized or certified unit, may become a member of this unit.

Exclusions: All other certificated employees not named above, including but not limited to management, supervisory and confidential employees serving under professional services agreements, are excluded.