

ARTICLE I RECOGNITION  
(Revised 2021 - 2022)

1. The District recognizes the Temple City Education Association as the Exclusive Representative of the certificated bargaining unit.

- 1.1. The certificated bargaining unit shall INCLUDE: All full time, part time, temporary, probationary, and permanent classroom teachers, special education preschool teachers, teachers on special assignment (TOSA), counselors, Designated Instructional Services (DIS) counselors, librarians, psychologists, speech and language therapists, occupational therapists and full time or part time temporary employees hired for one semester or more.
- 1.2. All summer school teachers and certificated personnel employed under categorically funded programs.
- 1.3. The certificated bargaining unit shall EXCLUDE: Certificated substitutes, certificated employees hired exclusively as hourly employees, teacher assistants, consultants, supervisors, program specialists, summer school teachers employed by the Temple City Education Foundation or any other nonTCUSD entity, designated confidential and designated managerial employees as defined by the EERA (Educational Employment Relations Act), and classified employees.