

**ARTICLE I**  
**RECOGNITION**  
**(Revised 2024 - 2025)**

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, psychologists, speech and language therapists, occupational therapists, BCBA, Athletic Director, and full time or part time temporary employees hired for one semester or more.

1.1.1 All preschool TCEA members will comply with the necessary preschool licensing requirements as determined by the state.

1.2 All contracted 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 non-TCUSD entity, designated confidential and designated managerial employees as defined by the EERA (Educational Employment Relations Act), and classified employees.