

ARTICLE II RECOGNITION

- A. For the express purpose of negotiation to meet and negotiate deliberations, the District recognizes the Association as the exclusive representative for the unit of employees defined as: all certificated employees except those excluded in B below.

- B. The unit shall exclude those employees who are designated as management, confidential or supervisory, substitutes, non-NTA summer school employees, special education program specialists, non-NTA adult education teachers and all employees that hold a position that does not require a certificate.

In alignment with the October 31, 2020 Memorandum of Understanding, which was ratified by the Board at the November 18, 2020 Board Meeting:

- 1. Social Workers will be added to the bargaining unit as of January 1, 2021. Probationary period will be pursuant to Administrative Regulation 4216 and discipline procedures will be pursuant Administrative Regulation 4218.*

- 2. A committee comprised of two (2) district representatives and two (2) NTA representatives will meet to develop social worker evaluation forms by the end of May 2021 to be prepared for the 2021-2022 year.*