

**Whittier City School District Counter-proposal  
To  
WETA  
March 18, 2022**

**Article XII: TOSA Language**

- A. TOSAs shall work the same contractual year and days as regular classroom teachers and be paid the same as a regular teacher according to the District's salary schedule. Any additional work days assigned to the TOSA associated with their regular TOSA responsibilities will be mutually agreed upon and paid at their per diem rate.
- B. TOSA positions shall be posted for all certificated employees at all sites in order that all qualified bargaining unit members may apply. Applicants must have at least three (3) years of classroom experience to apply.

TOSAs shall report to a designated administrator. A job description of the TOSA duties shall be given to the TOSA prior to acceptance of the position. If the TOSA job description requires duties of a SPED or Dual Immersion credentialed teacher, the unit member will be placed on the same salary schedule as a SPED or Dual Immersion teacher .

- C. TOSAs shall not evaluate other bargaining unit members or be put in positions of authority over bargaining unit members.
  - 1. When a TOSA chooses to return to a regular teaching position, notification will be given to Human Resources by March 1 of their intent to return for the next school year.
  - 2. A unit member who serves as a TOSA has the right to return to the school site and position held prior to becoming a TOSA for up to two (2) years. In the event this causes a surplus of teachers, normal contract provisions shall apply to determine the transfer of a teacher from that school.
  - 3. When a TOSA returns to the classroom after two years, the involuntary provisions of the contract apply. If the TOSA's original classroom position is vacant, the TOSA will have priority to return to that position when the position is flown.
- D. Every effort will be made to use TOSAs in alignment with their identified professional responsibilities. If a TOSA is called upon to substitute, it will be as a last option resulting from an inability to secure another substitute.

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Alex Vogel, Negotiations Chair

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Date

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Dr. Raquel Gasporra, Asst. Supt., Business Services

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Date