

ARTICLE 27. INTERN PROGRAM

Section 27.1: INTERN ASSIGNMENTS

The District may employ new interns annually in such numbers as needed in critical staffing areas, provided that the interns do not supplant regular unit members. The Intern Coordinating Committee will monitor as necessary.

Section 27.2: INTERN PROGRAM INFORMATION

The Human Resource Services Division will annually distribute information regarding the District’s intern programs.

Section 27.3: INTERN SUPPORT

Normally, an intern shall be assigned with the assistance of an intern support provider who shall be released from a normal assignment. An intern support provider may be a resource teacher or a unit member on released time at the site. The specific level of intern member support shall be as follows:

<u>INTERN</u>	<u>RATIO</u>	<u>INTERN SUPPORT PROVIDER</u>
Year 1	5:1	6 hours 30 minutes per week
Year 2 and 3	8:1	4 hours per week

When a intern support provider has been released full time to supervise interns, such an assignment shall be on a rotational basis for three (3) full school years. Staffing of intern support provider positions assigned for intern support shall be in accordance with Article 12, Transfer Policies.

On an annual basis, the District shall provide to the Association a roster of interns and the designated intern support provider assigned to work with them.

Section 27.4: INTERN EMPLOYMENT

Leave replacement unit member reemployment rights shall not be affected by the employment of interns.

Section 27.5: INTERN ASSIGNMENTS

Assignments of interns to sites and classes shall take place after other unit members have received the opportunity of bidding upon vacancies in accordance with the following:

- 27.5.1. Interns may be offered positions in July following the placement of all credentialed and contracted unit members. Positions appearing on the May Post that receive no bids may be filled by interns.
- 27.5.2. All positions held by interns will be posted after the completion of the internship during the regular posting periods. Interns are eligible to apply to continue in their position.

Section 27.6: EVALUATION/TERMINATION

Interns shall be evaluated based upon the provisions of Article 14. Termination of interns is not covered under this Agreement, but is subject to the terms of the Education Code.

Section 27.7: INTERN COORDINATION COMMITTEE

The District and the Association shall establish a joint Intern Coordination Committee composed of equal numbers of representatives of both Parties. The Committee shall establish its own internal procedures including selection of chairperson(s). The purpose of the Committee shall be:

- 27.7.1. To provide linkages between the various intern programs.
- 27.7.2. To review and coordinate the support provided to interns in the various programs.
- 27.7.3. To review the intern programs and make recommendations to the CAC regarding expansion, continuation and/or modifications to the programs.
- 27.7.4. The joint Intern Coordination Committee will work collaboratively with universities to develop procedures relating to assignment, evaluation and termination of interns.
- 27.7.5. New intern programs proposed by the District will be reviewed in collaboration with the joint Intern Coordination Committee.
- 27.7.6. To monitor the number of interns employed by the District.

Section 27.8 INTERN ACCESS TO POST AND BID

Interns who successfully complete their specific intern program may participate in post and bid pursuant to Section 12.6 of this Agreement.