Rights of Educators

Right to Advanced Notice
You have the right to be notified by TVUSD in writing and in advance of starting work if your employment is temporary. If you do not receive advance written notice, you have the right under the law to be probationary employees. If you are a union member, a union attorney can help enforce this right.

If you are not yet a member you can join online at https://joink12.cta.org/.

Future Employment Rights
A temporary contract has an end date after which you are no longer employed by TVUSD. The law says that future re-employment is at the discretion of TVUSD.
However, the law also gives certain protections to temporary school district employees. If TVUSD decides to hire probationary or permanent teachers (and they don't necessarily have to), a temporary employee is entitled to first priority for hiring if:

- They were employed by TVUSD for two consecutive years,
- Served at least 75% of each of those years,
- The vacant position is at the grade level or in the department that the temporary employee previously worked at.

**Seniority Protections**
If a temporary teacher is hired into probationary status, they may be entitled under the law to seniority credit for their previous temporary work if:

- They served 75% or more of the school year, and
- There is no break in service.

A union attorney can help enforce this right if you are a TVEA member.

**Pay, Healthcare, Leave & Other Protections of the Union Contract**

Even though the majority of TVEA members are probationary and permanent, TVEA members fought for a union contract that protects temporary employees, too. Under the union contract, temporary employees are entitled to the same rights as probationary members on issues that include (but are definitely not limited to):

- Pay credit for experience
- Pay scale placement
- Pay Raises
- Healthcare benefits
- Sick leave
- Class size protections

A union attorney can help enforce this right if you are a TVEA member.