



Gardendale Early Learning Program

EMPLOYEE FAQ

1. How does this new program affect my position with the District?

This exciting new program at Gardendale will not affect employment with the District. Whether an employee is selected to participate in the program or not, employment with the District does not change.

2. If I am interested in teaching in this new program, will I have to apply?

Yes. Because this initiative is unique in focus and scope, individuals will have the opportunity to express their interest in joining the program and be selected through an internal & external application process.

3. What will the teacher selection process look like?

Pre-K 4 SA, along with campus administration and/or a selection committee will make final selections based upon objective criteria. Employees who opt to apply will go through the same selection process as external applicants. See the **Gardendale Pre-K 4 SA Early Learning Program Hiring Protocols**

4. If I apply and am not selected, what are my options?

As a current employee, your employment will be protected with the District despite not being selected for the program. The Human Resources Department will work with any employee not selected to determine what teaching options exist throughout the district. **Additionally, there will be a district job fair on March 21st, 2020.**

5. If I choose not to apply, what are my options?

The Human Resources Department will meet with campus staff during the spring semester to determine who may be interested in applying for the program and others who may wish to pursue other options within the District. Employees will have an opportunity to share preferences, and HR will work with employees and campus administration to place teachers according to certifications and available openings.

6. If I am selected for the program, am I still an employee of Edgewood ISD?

Yes. Your employment status will not change if you are selected to work within the partnership. Teachers will remain on Term or Probationary Chapter 21 contracts. Other employees will remain on their respective employment agreements.

7. How many teaching positions are available in the new program?

Year 1 (2019-2020) will focus on three (3) Pre-Kindergarten and four (4) Kindergarten teaching positions.

8. How many instructional assistant positions are available in the new program?

Year 1 (2019-2020) will focus on three (3) Pre-Kindergarten instructional assistant positions. Support for Kindergarten classrooms has not been determined. Pre-K 4 SA, School Leadership, Finance and HR will work very closely throughout the spring semester to determine final allocations and will communicate with staff as details are available.

9. Will there be additional pay if I am selected for the program?

Teachers in the program will receive additional compensation for any additional days worked outside of the standard 187-day contract. Details will be shared with staff once decisions are finalized.

10. How does this partnership effect electives/specials educators and programming?

Beginning in the year 2021-2022 the specials teachers will have to apply for those positions on the campus. The campus will continue to have the same specials classes that are currently in place.

11. How are decisions made regarding curriculum, instruction, and programming made?

PreK4SA is the operating partner and as such has sole authority regarding curriculum, instruction, and programming. However, the operator does work in collaboration with the district regarding these decisions. The goal is to replicate the PreK4SA model at Gardendale.

12. When will the Gardendale-Pre-K 4 SA partnership begin and what grades will be included?

- 2019-2020 - First year will begin with three classes of Prekindergarten and four classes of Kindergarten.
- 2020-2021 - 1st and 2nd grade will be added to the existing PK and K classes.
- Grades 3, 4, and 5 will move to the new 3-5 campus in 2021-2022.

Current Grade Level. 2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
	PreK	Kinder	1st Grade	2nd Grade
PreK	Kinder	1st Grade	2nd Grade	3-5 Campus
Kinder	1st Grade	2nd Grade	3-5 Campus	
1st Grade	2nd Grade	3rd Grade	3-5 Campus	
2nd Grade	3rd Grade	4th grade	3-5 Campus	
3rd Grade	4th grade	5th grade	Middle School	
4th grade	5th grade	Middle School		
5th grade	Middle School			