

### ARTICLE 3

#### DEFINITIONS

- A. Unit Member means any certificated employee of the Superintendent who is included in the appropriate unit as defined in Article 2 and therefore covered by the terms and provisions of this Agreement.
- B. Workday means any assigned workday included within the negotiated work year.
- C. Immediate Family means spouse, domestic partner, mother (stepmother, mother-in-law), father (stepfather, father-in-law), daughter (stepdaughter, daughter-in-law), son (stepson, son-in-law), grandmother, grandfather, granddaughter, grandson, sister (stepsister, sister-in-law), brother (stepbrother, brother-in-law), niece, nephew, aunt, uncle, and any relative living in the household of the unit member.
- D. Child means a biological, foster, adopted, stepchild, a legal ward, or a child of a person standing in loco parentis (Labor Code section 233).
- E. Parent means a biological, foster, adoptive, stepparent, or a legal guardian (Labor Code section 233).
- F. Immediate Supervisor means an employee of the Superintendent acting as principal, coordinator, program director, or any designee appointed by the Superintendent. A site administrator employed by a school district is not the immediate supervisor.
- G. Site Administrator means the administrator in charge of a school or a school district facility where County Office unit members are assigned to work.
- H. Extended School Year means any extension of the work year including, but not limited to intersession, which exceeds the negotiated work year.

- I. Part-time Employee means a unit member who is employed for less than seventy-five percent (75%) of the negotiated work year in a position that is not filled by a regular unit member on leave.
- J. Seniority means the first date of paid service rendered in a probationary position.
- K. Program Need means providing continuity and stability in services delivered to students and ensuring all Individualized Educational Plan (IEP) requirements are addressed.