

ARTICLE XXIV - SUMMER SCHOOL

- A.** Summer school bargaining unit members who are regular District employees may utilize one (1) day of previously accrued sick leave for summer school if needed and shall be paid at their summer school rate for that day. Bargaining unit members utilizing this leave will be responsible for completing lesson plans for the classes missed. Summer school bargaining unit members attending mandatory conferences shall be paid at their summer school rate for the school days they are attending the conference.
- B.** Prior to March 30, the District shall publish the summer school calendar with the advice and input of the SVFT President.
- C.** Summer school assignments shall be voluntary. Bargaining unit members who are interested in teaching summer school or intersession shall submit an application within the SVFT-SUHSD mutually agreed to timeline.
- D.** Preference in hiring summer school bargaining unit members shall be given to bargaining unit members in the following order:
 - 1.** First priority: Permanent and probationary bargaining unit members with "proficient" or better evaluations with the most District seniority within the department that the course(s) or service(s) were offered the previous school year and whose regular school year assignment is at that site and who are fully credentialed in the subject area of the course being taught.
 - 2.** Second priority: Temporary bargaining unit members with "proficient" or better evaluations with the most District seniority within the department that the course(s) or service(s) were offered the previous school year and whose regular school year assignment is at that site and who are fully credentialed in the subject area of the course being taught.
 - 3.** Third priority: Permanent and probationary bargaining unit members from other school sites with "proficient" or better with the most District seniority within the department that the course(s) or

service(s) were offered the previous school year and who are fully credentialed in the subject areas of the course being taught.

4. Fourth priority: Bargaining unit members from other school sites with "proficient" or "distinguished" evaluations and who are fully credentialed in the subject area of the course being taught.
 5. Fifth priority: Bargaining unit members from outside the school district who are fully credentialed in the subject area of the course being taught.
 6. Sixth priority: Bargaining unit members who hold credentials valid for teaching summer school.
 7. Seventh priority: Notwithstanding the above, first priority for the Summer Bridge Programs shall be given to bargaining unit members with "proficient" or better evaluations assigned to the site where the Summer Bridge Program is taught.
- E.** High School summer school bargaining unit members shall be compensated for five (5) hours of daily classroom instruction time and one (1) hour of preparation time each day, for a total of six (6) hours per day. A thirty (30) minute duty-free lunch shall be built into the schedule. The total number of classroom instruction hours shall total 120 hours. The District may schedule one or more staff development days prior to the beginning of summer school for which summer school teachers shall be compensated at their hourly rate. The District shall pay each teacher the hourly rate for one day of classroom preparation prior to the beginning of the session.
1. The District may opt to implement an alternative four (4) day summer school week.
 - a. School sites shall designate a date during the week prior to the start of summer as a workday for the preparation for summer school, and the workday shall be seven (7) hours. Within the seven (7) hour workday, one (1) hour may be used for staff meeting with the summer school administration and summer school staff.
 - b. Classes shall be held for twenty (20) days to include one hundred twenty-five (125) hours of instruction per summer

with a thirty (30) minute duty-free lunch built into the schedule. In order to ensure twenty (20) full days of instruction, one (1) or more weeks may need to be Monday through Friday. June 19th and July 4th shall be designated as holidays.

- c. Summer school bargaining unit members shall be compensated for six and one quarter (6.25) hours of daily instruction and one (1) hour of daily preparation time each day for a total of seven and one quarter (7.25) hours of compensation per day.
- d. The total number of classroom instructional hours shall total one hundred twenty-five (125) hours.
- e. The maximum potential total compensation hours for summer school on this schedule may be up to one hundred fifty-two (152) hours.

F. Specialized programs and middle school summer school bargaining unit members and middle school intersession bargaining union members shall be compensated at the hourly rate for each hour the district schedules, plus thirty (30) minutes for preparation for each instructional day if the instructional day is at least four (4) hours, for these programs. The District may schedule one (1) or more staff development days prior to the beginning of summer school, for which summer school teachers shall be compensated at their summer school hourly rate. School sites shall designate a date during the week prior to the start of summer as a workday for the preparation for summer school, and the workday shall be seven (7) hours. Within the seven (7) hour workday, one (1) hour may be used for a staff meeting with the summer school administration and summer school staff.

The District and the Federation at any time may negotiate an alternate schedule of compensation, calendars, and/or workdays.

G. The District may choose to staff a Social Worker and/or an Intervention Specialist for any summer program. Compensation shall be at the hourly rate for up to one-hundred and fifty-two (152) hours. The District may choose to staff a Counselor for any summer program. Compensation shall be at the hourly rate for up to one-hundred and fifty-two (152) hours.

- H.** The District may require attendance at one (1) staff meeting during the session outside of regular working hours.
- I.** Each summer school bargaining unit member may be responsible for up to one and one-half (1½) hours of adjunct duty per summer session as assigned by the summer-school-teacher-in-charge or the summer-school-site-administrator when additional supervision is needed. When adjunct duty is required, a rotation schedule shall be created that may include up to ten (10) minutes of supervision per bargaining unit member to fulfill this requirement. However, this shall not infringe upon a bargaining member's thirty (30) minute duty-free lunch break.
- J.** Summer school bargaining unit members shall have the same obligation for parent conferencing as during the regular school year.
- K.** Commencing with the summer of 2022, the summer school rate of pay shall be the hourly rate on the current Certificated Employee salary schedule (teachers, counselors, librarians).
- L.** It is recognized that the decline in student enrollment in summer school is under completely different circumstances than during the regular year. It is assumed that the District will achieve a ratio of 25 students to one (1) bargaining unit member by the end of the summer school session, but that the initial number of students assigned at the beginning of each summer school session may be considerably higher.
- M.** In cases where summer school enrollment declines enough so that class sections must be consolidated, position reductions shall be in reverse order of site seniority within each credentialing area.
- N.** Summer school bargaining unit members shall be paid for all work during the summer session by no later than August 31st of that calendar year.
- O.** Bargaining unit members who seek to fill a vacant summer-school-teacher-in-charge position must submit applications according to the calendar developed by the Summer School Principal. The Salinas Valley Federation of Teachers shall appoint two (2) members to the interview panel that makes recommendations to the administration and Board for any appointments for summer-school-teacher-in-charge.

- P.** For persons hired by the District only for summer school services, only the provisions of this Article (Summer School), Article III (Grievance Procedure) for purposes of enforcing the rights granted in this Article, and Article VIII (Negotiating Service Fee) shall apply. Persons who are regular probationary or permanent bargaining unit members of the District shall, during the summer school session, have only the rights specified in this Article, the protections specified in Article X (Professional Standards) and Article III (Grievance Procedure) for the purpose of enforcing the rights granted in those Articles.
- Q.** High School Intersession (exclusive of summer school) bargaining unit members shall be compensated at the hourly rate for each hour of student instruction plus one (1) hour of prep per day. In addition, bargaining unit members shall be compensated for three (3) hours per semester intersession for planning and grade submission.
- R.** Extended School Year (ESY) hiring shall be included in the total summer school application process. The District shall identify the sites that will support the ESY programs during the application process.
- S.** All summer school bargaining unit positions may be split between two (2) bargaining unit members.