

ARTICLE 23 - SUMMER SCHOOL

ARTICLE 23.1- POSTING

On or about April 15 the District shall post job announcements for summer school positions on employee bulletin boards at each site.

ARTICLE 23.2- STUDENT ENROLLMENT

Job openings as described in POSTING shall, in all cases, be contingent upon actual enrollment. Employment of employees for summer school positions shall be considered as tentative until such time as sufficient enrollment for the offering of classes is established.

ARTICLE 23.3- SELECTION

(a) Employees qualified to apply for summer school positions shall be those who have completed the written application form, who have the appropriate credential/authorization to provide service in the subject/grade level for which they have applied, and who have no "unsatisfactory" or "needs to improve" in any of the 6 categories of their evaluation ratings within the last two (2) years.

(b) The District shall paper-screen qualified employees by using **the following** pre-established criteria (~~such as a working knowledge and understanding of State Standards, appropriate preliminary or clear credential/ certificate, work attendance for the current school year, intent to return next year, and current certificated employee in good standing~~-experience in the content area or grade level, experience within the District).

(c) The District shall afford the opportunity to the Association to appoint up to three (3) members to the selection committee. **If there are more applicants than positions available, the selection committee will hold interviews.**

(d) The District shall use **the following criteria** ~~its regular competitive selection process~~ to make final selections for summer school positions. (**experience in the content area or grade level, experience within the District, ability to work every day during summer school, interview answers, and previous summer school experience**) For subjects

and/or grade levels with multiple teachers needed, the selection committee shall rank the hired employees.

(e) Summer school positions will be filled by current District employees. However, if no qualified employee (who meets the ~~paper-screen~~ criteria) applies for a particular position by the deadline, the District may hire a non-employee for the position, using its regular recruitment and selection processes.

(f) Tentative summer school assignments shall be made available as soon as possible. The district will make every reasonable effort to provide school assignments two weeks prior to the start of summer school. Such assignments shall be subject to enrollment. **If it is necessary to collapse classes due to enrollment, the district will use the selection committee's ranking to determine employment.**

ARTICLE 23.4- PAY

Summer school pay shall be paid at the current unit member's hourly per diem rate. Unit members who serve as day-to-day substitutes will be paid at the current unit member hourly per diem rate. Daily substitute teachers will be paid at the current Board approved substitute rate.

ARTICLE 23.5- SCHEDULING

Scheduling will be based on the number of hours required by the state.

ARTICLE 23.5- NOTIFICATION

Notification of assignments to summer school shall be in writing and shall include, where practicable, the location, subject matter, and/or grade level of the assignment. All applicants, successful and unsuccessful, shall be so notified. If a summer school job is denied, the employee (upon written request) will be provided in writing the reasons for the denial.

ARTICLE 23.6- SICK LEAVE

Summer School teachers will be entitled to one day, ~~non~~-accumulative **eligible**, paid sick leave, to be used for injury or illness. **Unused sick leave for such employees shall be added to their following regular academic year accrued sick leave.**