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**TENTATIVE AGREEMENT**

**ECRA/UTLA**

**January 28, 2016**

**ARTICLE XXII - SUMMER SCHOOL ASSIGNMENTS**

**22.1 General**

ECRA maintains complete discretion as to whether Summer School is offered, in which case this Article determines the criteria for applying and being selected for teaching at Summer School.

22.1.1 Applicants may apply for only one Subject Field and/or program.

22.1.2 "Subject Fields" shall, for purposes of this Article, be reasonably designated by ECRA (e.g., Physical Science and Biological Science have been designated as separate Subject Fields; ESY is designated as one subject field which includes both Resource and Special Education teachers).

22.1.3 Applicants must be available to serve at least 50% of the entire session. An applicant who accepts an assignment in writing and then declines, or begins work and then terminates the assignment, for reasons other than a verified illness shall be considered as having taught for the purpose of establishing priority for the next session.

22.1.4 50% Rule for priority: An applicant who was paid in a status other than substitute for 50% or more of the hours the summer school was in session shall be considered to have taught for the purpose of determining priority rating.

**22.2 Eligibility:**

At time of application employees must be in permanent or probationary status, must have the appropriate credential, and must have taught as a regular classroom teacher or as a Summer School teacher in the Subject Field for which they apply.

22.2.1 An employee who is on leave from ECRA for the semester prior to the Summer School is not eligible for assignment.

22.2.2 An applicant who has received, within the most recent two school years immediately preceding the Summer School assignment, an overall evaluation or less than "meets or exceeds" or a Notice of Unsatisfactory Service or Act, shall not be assigned to a school without the consent of the principal or program coordinator.

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### **22.3 Selection Criteria**

Employees shall be selected on the basis of priority and seniority. Priority 1 applicants shall be assigned before Priority 2 applicants. If there are more eligible applicants within a priority to teach a specific course than there are positions available, ECRA seniority shall determine the selection.

22.3.1 Priority 1 – Employees who have taught the course(s) within the past six (6) semesters and who previously did not teach summer school.

22.3.2 Priority 2 – Employees who have taught the course(s) within the past six (6) semesters but who previously taught summer school.

22.3.3 Once an employee has taught summer school, he/she becomes Priority 2 and remains Priority 2 unless and until one of the following occurs, in which case every teacher in the Subject Field returns to Priority 1 status:

- a. Every teacher in the Subject Field has taught Summer School and is therefore Priority 2; or
- b. No Priority 1 employee in the Subject Field has applied to teach a session of Summer School in a particular year.

22.3.4 ECRA shall provide the UTLA Chapter Chair with a written record of priority status for all employees applying for summer school.

### **22.4 Displacements**

Where and when a summer school session becomes over-taught, teachers shall be displaced within a program or Subject Field based on ECRA seniority within the priority categories, beginning with the lowest priority. Any teacher so displaced will retain his/her Priority status.

### **22.5 Salary**

22.5.1 Summer School teachers who are paid on a pay period rate during the regular school year shall be paid at a rate equal to 1.09224 times their scheduled hourly rate.

22.5.2 Employees shall be paid only for the actual days/hours of the Summer School assignment.

### **22.6 Hours and Duties:**

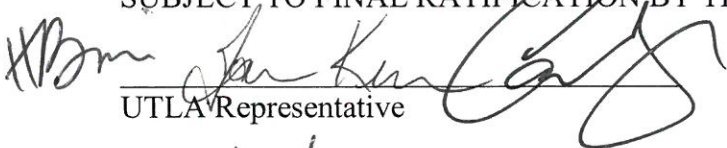
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Summer School teachers shall report to work each day at least ten (10) minutes before their first class begins. They shall then serve for a full day of instruction, as appropriate, exclusive of nutrition/recess (for those assigned for a four-hour day). They shall remain on site for at least ten (10) minutes after dismissal of their last class. Summer School teachers are also required to perform reasonable pupil supervision duties and other professional obligations, as assigned.

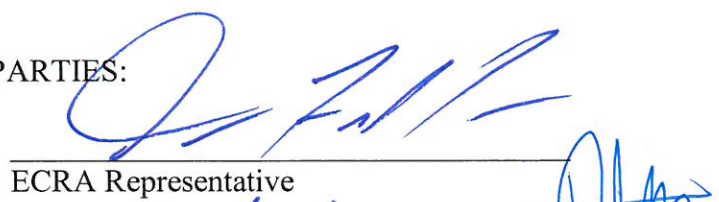
**22.7 Special Grievance Provision:**

Any employee who wishes to seek back pay due to a claimed violation of the selection and assignment rules of this Article must file a formal grievance under Article VI within five (5) days of the written notice of assignment or non-assignment, or within five (5) days of the first day of Summer School, whichever is earlier. Any other alleged violations of this Article may be processed using the normal time line of Article VI.

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:

  
UTLA Representative

Date: 1/28/16

  
ECRA Representative

Date: 1/28/16 