

ARTICLE XXIII LABOR-MANAGEMENT COMMITTEE

The parties agree to the establishment of a Labor-Management Committee to facilitate communication between the union and the District and to promote constructive labor relations. The Committee shall be composed of three (3) representatives designated by the union and three (3) representatives designated by the District. The committee may invite individuals to a meeting to provide information or consultation.

The Committee shall meet at least four (4) times a year or more frequently when agreed to by both parties. The Committee shall meet no later than the second week of instruction of each academic semester and at this meeting shall establish a meeting schedule for the semester. Whenever possible, meetings shall be held during work hours of faculty members. Release time shall be provided to union representatives for meetings held during work hours.

The Committee shall discuss issues of concern of either part in an effort to solve problems at an early stage. It shall also be a forum for sharing information and collaborating on issues of mutual concern. Among the topics to be addressed shall be class size as it affects teacher workload.

Should the Committee wish, it may identify a mutually acceptable trainer to provide training in effective communication skills for labor relations and the functioning of labor-management committees.

ARTICLE XXIV-SUMMER SCHOOL

The following items will become effective beginning with the 2000-2001 summer school.

- A. Summer school teachers 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. Teachers utilizing this leave will be responsible for completing lesson plans for the classes missed. Summer school teachers attending mandatory conferences will 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 teaching assignments shall be voluntary. Bargaining unit members who are interested in teaching in the summer school or intersession shall submit an application within the established timeline.

D. Preference in hiring summer school teachers shall be given to teachers in the following order:

1. First priority: Tenured and probationary bargaining unit members with "proficient" or "distinguished" evaluations 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: Bargaining unit members with "proficient" or "distinguished" evaluations 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: Tenured and probationary bargaining unit members from other school sites with "proficient" or "distinguished" evaluations 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: Teachers from outside the school district who are fully credentialed in the subject area of the course being taught.
6. Sixth priority: Teachers who hold credentials valid for teaching summer school.

E. Summer school teachers and intersession teachers shall be compensated for five (5) hours of daily classroom instruction time and one (1) hours of preparation-supervision time each day, for a total of six (6) hours per day. 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 summer school per diem rate. The District shall pay each teacher his or her summer school per diem rate for one day of classroom preparation prior to the beginning of the session.

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

F. The District may require attendance at one staff meeting during the session outside of regular working hours.

G. Each summer school teacher shall be responsible for 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.

- H. Summer school teachers shall have the same obligation for parent conferencing as during the regular school year.
- I. The Summer school rate of pay shall be an hourly rate based on Step 1, Column I of the regular-year salary schedule.
- J. 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 teacher 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.
- K. 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.
- L. Summer school teachers shall be paid for all work during the summer session by no later than August 31st of that calendar year.
- M. 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 may appoint two members to the interview panel that makes recommendations to the administration and Board for any appointments for Summer-School-Teacher-in-Charge.
- N. 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 employees 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 purposed of enforcing the rights granted in those Articles.

ARTICLE XXV - PEER ASSISTANCE AND REVIEW

For the 2005-06 and 2006-07 school years, the Joint Panel functions and any assistance to teachers in Groups I and II will be suspended. All funds available for the PAR program will be utilized to address the needs of teachers in Groups III and IV.