

District Proposal #4
July 23, 2024

- 20.5 When summer employment for adult education and adult vocational programs continue beyond the regular school year, the current program/course instructor(s) shall have the option of continuing as instructor(s) for the summer term. Should the current instructor(s) not choose to teach the summer term, the procedures for summer employment specified in Article XXVIII will follow.

ARTICLE XXVI
Summer Employment

- 26.1 In selecting teaching staffs for summer programs, employment shall be offered to teachers who are certified and "Highly Qualified" in the subject area(s).
- 26.2 **Qualified applicants from within the worksite shall be afforded the first opportunity to apply and be considered to be hired for any available positions.** When professional qualifications are substantially equal among applicants for summer school positions, performance evaluation ratings will prevail. When performance evaluation ratings are equal **among two applicants** a coin toss will prevail. **Qualified applicants from outside the worksite will follow the regular interview/selection process.**
- 26.3 The parties agree to the following provisions in order to implement the state-mandated Voluntary Pre-K (VPK) program. Accordingly, the parties agree to the following:
1. Employees may apply to the program for consideration for employment using forms prescribed by the district. Applicants should understand that some children enrolling for this program may be ESE students and others may not be fully toilet trained. The program will require instructional staff members to accommodate these student needs without additional staff support. Principals of the designated centers will be responsible for hiring their instructional staff from qualified applicants.
 2. Employees selected to work during the summer VPK program will be employed consistent with program requirements.
 3. Teachers shall be paid their regular hourly rate for hours worked in the program. Teachers fall under an exempt classification on the Federal Labor Standards Act and therefore are not paid overtime for hours worked over 40 a week.
 4. It is expressly understood that the unique funding process for the voluntary Pre-K program is regulated by the State of Florida and is payable based on actual daily student attendance. This process may require the reduction of teacher units if enrollment falls below the prescribed staffing model limits in a given center. Therefore, teachers shall be employed on an hourly basis, as needed to accommodate student enrollment during this period. Teacher reduction will follow 9.4 as in contract.
- 26.4 Teachers employed in summer school programs shall be paid for forty-five (45) minutes per day for planning and record keeping.

Deleted language is identified with a ~~strikethrough~~.

New language is identified in **boldface and is underlined**.