TUSD Counter to TTA Proposal

Session #12: July 24, 2026

ARTICLE XX SUMMER SCHOOL EMPLOYMENT PROCEDURES

A. **General Guidelines**

1. The selection of all summer school teachers is a District responsibility.

2. Applications for summer school shall be submitted to the Human Resources Department. Applications received after the deadline will be considered last.

3. An applicant must have received a "~~competent~~" ***"proficient"*** rating in all areas on his or her most recent evaluation. In addition, the applicant must have received an overall rating of ~~"competent"~~ ***"proficient"*** on the last Summer School Evaluation.

B. **Point System**

1. The points will be computed based on the completion of the last five (5) school years and summer sessions. Priority will be given to the teacher within the school who has the fewest points during a completed five-year period.

   a. In order to qualify for a full year's credit of regular teaching, the teacher must have taught at least 75% of the regular school year.

   b. In order to qualify for a half-year credit of regular teaching, the teacher must have taught at least 50% of the regular school year.

2. One (1) point will be assigned for each full-time teaching or counseling assignment during the past five summer sessions.

3. One-half (1/2) point will be assigned for each half-time summer session teaching or counseling assignment during the past five summer sessions.

4. One (1) point will be assigned for each year the teacher was not employed by the District during the regular school year for the same five-year period.

7/24/26

7/24/26

5. Tie-Breakers:

a. ~~Order of Employment number~~ ***Seniority date***

b. Least recency of summer school teaching assignment

c. ***Random drawing of names***

6. A list of summer school applicants showing current summer school points and ~~BCC, LDS authorizations~~ ***seniority dates*** will be available at each school site prior to summer school assignments being made.

C. Elementary Schools

Unit members who wish to be eligible for a summer school teaching assignment will participate in a summer school staff development program, designed to train teachers in the delivery of the prescribed program related to the specialized needs of low achieving students in reading and mathematics.

Unit members participating in a summer school staff development program will receive release time or pay at the contract hourly rate for the time spent in training. Priority is given for the selection of eligible summer school teachers according to the following order:

1. ~~Emergency Immigrant~~ ~~***ESL***~~ ***English Language Development (ELD) Summer Programs***:

~~BCC teaching credential~~ ***BCLAD authorization***
~~LDS Certificate/ESL authorization LDS Training~~ ***CLAD authorization***
K-8 teachers with Self-contained teaching credential
~~High~~ School teachers with self-contained teaching credential
Current non-teaching certificated employees
Temporary teachers
Substitute teachers

2. Continued Skill Support ~~1-3, 4-5~~ ***TK-5***

TK-5 Teachers
6-8 teachers with self-contained teaching credential
High School teachers with self-contained teaching credential
Current non-teaching certificated employees
Temporary teachers
Substitute teachers

D. Middle Schools

Unit members who wish to be eligible for a summer school teaching assignment will participate in a summer school staff development program, designed to train teachers in the delivery of the prescribed program related to the specialized needs of low achieving students in reading and mathematics.

Unit members participating in a summer school staff development program will receive release time or pay at the contract hourly rate for the time spent in training. Priority is given for the selection of eligible summer school teachers according to the following order:

1. ~~Emergency Immigrant~~ ***~~ESL~~*** ***English Language Development (ELD) Summer Programs***:

   ~~BCC teaching credential~~ ***BCLAD authorization***
   ~~LDS Certificate/ESL authorization LDS Training~~ ***CLAD authorization***
   Teachers with 7-12 with appropriate subject area credential
   TK-8 teachers with self-contained teaching credential
   High School teachers with self-contained teaching credential
   Current non-teaching certificated employees
   Temporary teachers
   Substitute teachers

2. Continued Skill Support ***Grade Six*** (6):

   Grade 6 teachers with appropriate teaching credential
   Other teachers with appropriate teaching credential
   Current non-teaching certificated employees
   Temporary teachers
   Substitute teachers

3. Continued Skill Support ***Grades Seven & Eight*** (7-8):

   Grades 7-8 school summer school teachers shall be properly credentialed and will be assigned to a department according to their present teaching assignment in the following order:

   a. regular teachers at the home school in that department;

   b. regular teachers in the other middle schools in that department;

c. regular teachers in the home middle school currently teaching subjects in that department but not assigned to that department;

d. regular teachers in the other middle schools currently teaching that subject in that department but not assigned to that department;

e. regular teachers in the home middle school credentialed to teach subjects in that department;

f. regular teachers in the other middle schools credentialed to teach subjects in that department;

g. regular teachers in the other high schools credentialed to teach subjects in that department;

h. current non-teaching unit members;

i. current temporary teachers; and

j. substitute teachers.

E. High Schools

High school summer school teachers shall be properly credentialed and will be assigned to a department according to their present teaching assignment in the following order:

1. regular teachers at the home school in that department;

2. regular teachers in the other high schools in that department;

3. regular teachers in the home high school currently teaching subjects in that department but not assigned to that department;

4. regular teachers in the other high schools currently teaching that subject in that department but not assigned to that department;

5. regular teachers in the home high school credentialed to teach subjects in that department;

6. regular teachers in the other high schools credentialed to teach subjects in that department;

7. regular teachers in the other middle schools credentialed to teach subjects in that department;

8. current non-teaching unit members;

9. current temporary teachers; and

10. substitute teachers.

F. If a summer school teaching assignment does not develop during the first week of summer school, adjustments will be made in teaching assignments in order that the teacher with the least number of points receives a summer assignment.

G. There are certain summer school assignments which are reserved for people currently teaching these classes. They include:

~~1. Leadership~~
~~2. SAT Preparation~~
~~3. Academic Decathlon~~
~~4. Computers~~
~~5. Speech~~
~~6. Band~~
~~7. Drill Team/Pep Squad~~

1. Academic Decathlon
2. ***Athletics***
3. ***CTE***
4. Drill Team/Pep Squad
5. Leadership/***ASB***
6. Performing Arts
7. ~~SAT Preparation~~ Credit Recovery
8. Speech ***& Debate***

H. Special Education summer school course offerings, ***including Extended School Year (ESY)***, which are considered to be District-wide will be assigned from those ~~teachers who are currently~~ ***unit members who are currently teaching and/or credentialed*** in those programs.

~~1. Vocational Rehabilitation~~
~~2. Special Day~~
~~3. Basic Skills~~

I. Summer school counselors will be selected according to the District point system.