

**ARTICLE FIFTEEN
RATES OF PAY AND WORKING CONDITIONS
OF PER SESSION TEACHERS**

A. Rates of Pay

1. The hourly compensation of per session teachers shall be:

Effective Date	Rate
Current.....	\$36.50
December 1, 2003.....	\$37.23
December 1, 2004.....	\$37.96
October 1, 2006.....	\$39.20

2. The same hourly compensation prescribed above shall be in effect for per session teachers who are on Youth Board payrolls and are employed in a Board of Education per session activity.

B. Extracurricular Activities

a. Athletic

1. Interscholastic sports in day academic and vocational high schools, junior high schools and special day schools, day treatment centers and institutional settings:

Schedule of Maximum Number of Sessions (School Year)

	Day Academic and Vocational High Schools	Junior High Schools Special Day Schools Day Treatment Centers and Institutional Settings
Coaches of Football	120	none
Assistant Coaches of Football	120	none
Coaches of Basketball	96	36
Coaches of Baseball	84	36
¹ Coaches of Track & Cross Country	150	24
Assistant Coaches of Track	24	none
Assistant Coaches of Track	24	none
Coaches of Soccer	60	24
Coaches of Swimming	60	24
Coaches of Handball	36	24
Coaches of Fencing	36	none
Coaches of Bowling	36	none

Coaches of Tennis	36	none
Coaches of Golf	36	none
Coaches of Volleyball	48	24
Coaches of JV Football	78	none
Coaches of JV Baseball	24	none
Coaches of Gymnastics	72	none
Coaches of Wrestling	60	none
Coaches of Softball	84	none

(1) Outdoor Track only

Sessions shall be computed as follows:

- An afternoon of coaching football2 sessions
- An afternoon of coaching (exclusive of football)1 session
- A regularly scheduled football game.....3 sessions
- A regularly scheduled game of basketball
or baseball; track, cross country, soccer,
swimming meet, handball, fencing,
bowling, tennis, golf or wrestling.....2 sessions

2. Intramural sports (girls) in day academic and vocational high schools and junior high schools:

Schedule of Maximum Number of Sessions (School Year)

(A session is defined as two (2) clock hours beyond the school day)

Coaches of Basketball	36
Coaches of Volleyball	36
Coaches of Tennis	36
Coaches of Swimming	36
¹ Coaches of Golf	36
¹ Coaches of Gymnastics	36
¹ Coaches of Bowling	36
¹ Coaches of Badminton	36
Coaches of Softball	36
¹ Coaches of Hockey	36
¹ Coaches of Speedball	36
² Coaches of Punchball	36
Coaches of Leaders	36
Coaches of Dance	36
¹ Coaches of Fencing	36
Coaches of Track and Field	36
Coaches of Handball	36
¹ Coaches of Stunts and Tumbling.....	36

Note: A coach may be assigned to each of not more than three (3) of the above listed intramural sports in any one school during a school year.

Sessions shall be computed as follows:

An afternoon of coaching; or a regularly scheduled game; or an afternoon program of matches (1) session

(1) Applicable to day academic and vocational high schools only.

(2) Applicable to junior high schools only.

b. Non-Athletic

1. Major non-athletic extracurricular projects in day academic high schools, day vocational high schools, day junior high schools (school magazine, newspaper, senior year book, major school play and/or operetta).

Schedule of Maximum Number of Sessions (School Year) Teacher in charge of school magazine: 15 sessions per issue maximum-60 sessions for four (4) or more issues.

Teacher in charge of school newspaper: five (5) sessions per issue maximum-60 sessions for 12 or more issues.

Teacher in charge of senior year book: 22 sessions.

Teacher in charge of major school play or operetta: 43 sessions.

Assistant(s) to teacher in charge of major school play or operetta: 20 sessions for one (1) assistant-40 sessions for two (2) or more assistants. (See Footnote c).

Teacher in charge of other musical project: 22 sessions. Assistant(s) to teacher in charge of other major musical project: 20 sessions for one (1) assistant maximum-30 sessions for two (2) or more assistants. (See Foot-note c).

Teacher in charge of band, orchestra or chorus: two (2) sessions each performance. (See Footnote b).

Sessions shall be computed in accordance with the following regulations. (See Footnote d).

An afternoon of extra service1 session

An afternoon of full rehearsal2 sessions

An evening or non-school day rehearsal3 sessions

An afternoon performance (play, operetta, etc.)

(See Footnote a)2 sessions

An evening or non-school day performance

(play, operetta, etc.-not applicable to

teacher in charge of band, orchestra or chorus)3 sessions

Footnotes: (a) The term "afternoon" shall include extra service either after or before the teacher's regular school day. In some schools this service may be rendered in the morning. (b) For purposes of compensating a teacher in charge of band, orchestra or chorus, performances shall be only those given evenings, Saturdays or holidays and shall not include performances at graduation, parents' meetings, etc.

(c) Where two (2) or more assistants are required, the aggregate compensation paid to all assistants is limited to the maximum number of sessions provided. Assignment of individual assistants to sessions within the maximum limitation shall be made by the school principal. (d) A session is defined as two (2) clock hours beyond the school day.

2. All City High School Music Program: Maximum Number of Teachers to be Assigned:

All City Orchestra5

All City Chorus5

All City Band5

All City Marching Band5

All City Jazz Ensemble5

Note 2. Maximum Number of Sessions per
Teacher Assigned30

Sessions shall be computed in accordance with the following regulations:

A morning of coaching or rehearsal on Saturday or other
non-school day (9:00 a.m. to 12:30 p.m.)1 session

A dress rehearsal (only if conducted on a non-school day, and limited to one (1) dress
rehearsal per school year)

(9:00 a.m. to 3:00 p.m.)1 session

An evening performance limited to one (1) performance
per school year1 session

C. Working Conditions

1. Sick Leave

Teachers employed on a regular basis in per session activities will be granted sick leave with pay for absence from duty due to personal illness as follows:

a. One session during each month of service, or two sessions during the month of August, will be granted to those employed in summer day high schools, summer evening high schools, summer junior high schools, summer special day schools, day treatment centers, and institutional settings; summer day elementary schools, summer evening elementary schools for adults, and vacation day camps.

b. One session after each period of 20 sessions of service will be granted to those employed in evening high and trade schools, after school centers, evening community and youth and adult centers, adult education classes, and the special after school instructional help program.

c. Applications for excuse with pay for absence due to personal illness must be accompanied by a certificate of a physician, except that teachers in summer activities shall be granted refunds for illness on application without a statement from a physician for no more than one session per summer.

d. Such sick leave shall not be cumulative from one school year to another school year nor from one per session activity to another per session activity, but shall be transferred to the teacher's regular cumulative absence reserve.

2. Retention

Prior service shall govern in the retention of per session teachers employed on a regular basis in per session activities as follows:

a. Teachers with at least two years of continuous satisfactory service in a particular activity shall have priority for retention in the same activity for the following school year. Teachers with retention rights in an activity will not lose those rights if their service is interrupted for a period of not more than one year because of sick leave without pay or involuntary change of day school session, or sabbatical leave. Such teachers must return to service in the same activity at the first reorganization of the activity following the interruption of their service for the reasons stated above.

b. Teachers who have been granted priority for retention in one per session activity shall not be granted such priority for any other per session activity.

c. Teachers will be permitted to serve in more than one per session activity only if no other qualified applicants are available. The Union shall be given a list of per session positions which are held by teachers who have no retention rights in those positions and

who are serving in more than one per session activity. Per session activities of 25 hours or less and certain other activities as mutually agreed between the Board and the Union are not counted when determining the number of per session activities served in.

d. No teacher who had retention rights in a per session activity on September 1, 1969, shall be displaced by reason of the Chancellor's determining that thereafter the position need not be held by a teacher. During the period he/she remains employed in that per session position, the incumbent having retention rights as of September 1, 1969, shall be paid at the teacher compensation rate prescribed in this Agreement.

e. If a per session position occupied by a teacher is terminated and is subsequently restored within the period of six months, the restored position shall be offered to its last teacher incumbent before any other person is employed to fill it.

f. A teacher with retention rights who is promoted to teacher in charge shall not lose his/her retention rights as a teacher in the activity in the event that he/she receives an unsatisfactory rating as teacher in charge.

g. So long as they continue to exercise their retention rights, no per session teachers who had retention rights in an adult education activity on September 8, 1987 shall be displaced by reason of the provisions of Article Fourteen (Rates of Pay and Working Conditions of Adult Education Teachers) of this Agreement unless a layoff or reduction in hours of a primary adult education employee would result. The rights of a per session teacher who acquires retention rights in an adult education activity after September 9, 1987 shall be subordinate to the rights of primary adult education teachers as set forth in Article Fourteen, A, E (Hours), F (Excessing) and G (Layoff and Recall). In addition, the Board agrees to follow a policy of attrition with respect to those per session teachers who had retention rights in an adult education activity on September 8, 1978 so long as they continue to exercise their retention rights in the adult education activity.

3. Appeals from Unsatisfactory Ratings

Per session teachers who receive unsatisfactory ratings shall be entitled to the review procedures before the Chancellor as prescribed in Section 5.3.4 of the by-laws of the Board of Education.

4. Selection of New Per Session Teachers

a. Selections for evening high schools, summer day high schools, and summer evening high schools will be made centrally in order of seniority within the system from applicants in the following order of priority: regularly appointed teachers in license, regular substitute teachers in license, regularly appointed teachers out-of-license subject, and regular substitute teachers out-of-license with prior experience in the out-of-license subject.

b. In summer junior high schools, priority will be given to applicants serving in Title I schools. Selection will be made centrally in order of seniority within the system from applicants in the following order of priority: regularly appointed teachers in license, regular substitute teachers in license, regularly appointed teachers out-of-license with prior experience in the out-of-license subject and regular substitute teachers out-of-license with prior experience in the out-of-license subject.

c. For junior high school after school study centers (tutorial), selection will be made by the same method except that it will not operate system-wide.

d. For summer day elementary schools and elementary school study centers, selection will be made according to seniority with two exceptions: (i) priority will be given to

qualified teachers in Title I schools; (ii) not more than 10 percent of the positions may be filled from applicants who, in the principal's judgment, possess special qualifications, except that this 10 percent limitation shall not apply to teachers who have retention rights in another per session position.

e. For vacation day camps, selection will be made in the following order of priority: (i) classroom teachers with vacation day camp license who have served previously in vacation day camps; (ii) classroom teachers with vacation day camp license who have not served previously in vacation day camps.

f. For high school after school study centers (tutorial) selection will be made by the same method as provided in 4-a above, except that it will not operate system-wide.

g. For non-summer adult education activities selection will be made in the following order of priority: (i) Primary adult education employees assigned to thirty hours per week, for up to six per session hours in any week, including any substitute service; (ii) day school teachers with appropriate adult education licenses who have served satisfactorily in adult education activities; (iii) day school teachers with appropriate adult education licenses who have not served previously in adult education activities.

Selection for summer adult education per session activities shall be in the following order of priority: (i) appointed adult education teachers, by license; (ii) primary adult education teachers by discipline; (iii) day school teachers with appropriate license; (iv) other qualified applicants.

h. Applicants for per session employment who are not employed in the Board's regular day school program or adult education program shall be considered for selection only if no qualified day school teacher or adult education employee is available.

5. Evening High School Non-Teaching Assignments

In evening high schools, assignments to positions for which there is a compensatory time allowance shall be made in accordance with the same procedures as are provided for such assignments in the day high schools in Article Seven of this Agreement.

6. Reduction in Per Session Positions

If the number of per session positions in an activity is reduced, teachers will be released on the basis of least seniority in the activity. If positions are subsequently restored within a year in the per session activity teachers shall be reemployed on the basis of seniority.

7. Teacher Files

The procedures of Article Twenty-One A entitled "Teacher Files" shall apply to teacher files maintained for their per session employment.

8. Sabbatical Leave

Teachers whose sabbatical leave begins August 1 will complete the per session activity in which they are serving, but may not return to the activity until the summer following completion of the sabbatical.

D. Consultation

The head of each per session activity, or his/her representative, and the Union committee for the activity shall meet once each term in non-working hours to consult on matters of policy involving the professional interests of the per session teachers and on questions relating to the implementation of this Agreement.

E. Definitions

The following are per session activities within the meaning of this Article: vacation day camps; after school centers; evening community and youth and adult centers; evening elementary schools for adults; summer evening elementary schools for adults; fundamental adult education day classes; summer day high schools; summer evening high schools; summer junior high schools; summer special day schools; day treatment centers; institutional settings; summer day elementary schools; evening high and trade schools; the special after-school instructional help program; and extra-curricular athletic and non-athletic programs in day academic and vocational high schools, day junior high schools and special day schools, day treatment centers and institutional settings.