

Ocean View School District  
and  
Ocean View Teachers Association  
2019-20 Contract Negotiations

Date: January 30, 2020

Time: \_\_\_\_\_

**OVTA Proposal #1      ARTICLE VII WORK YEAR**

7.1 The number of scheduled workdays for continuing Teachers Unit Members shall be ~~184~~ 185. ~~180~~ of which shall be instructional. If full apportionments are not received as provided in Education Code Sections 46200(a) and 46201(a), the number of workdays for Teachers shall be 180, of which 176 shall be instructional. For Teachers new to the District, the work year shall be 186 days during their first year of employment, 180 of which shall be instructional. The two additional workdays shall be for orientation and staff development. The number of scheduled workdays for new Unit Members shall be 187. The two additional workdays for new Unit Members shall be for orientation and staff development.

7.1.1 If full apportionments are not received as provided in Education Code Sections 46200(a) and 46201(a), the number of workdays for Unit Members shall be 180, of which 176 shall be instructional.

7.1.2 The work year shall consist of 180 days for instruction. The additional five (5) days will include:

- a) One (1) flexible non-instructional workday;
- b) One (1) day for a staff meeting prior to the student start date;
- c) One (1) day for Unit Member preparation and planning prior to the student start date; and

d) Two (2) mid-year student-free days for staff development.

7.2 Flexible Non-Instructional Day

One (1) flexible non-instructional day referred to in Section 7.1.2.a above shall be solely staff-directed time for the Unit Member to complete his/her duties and responsibilities.

7.2.1 All Unit Members shall work this one (1) flex day during the ten (10) days, excluding weekends, before the official Unit Member Return Date. A Unit Member may choose to work any period of time during these ten (10) days, provided that he/she accumulates the equivalency of one (1) full work day.

7.2.2 Should the Unit Member not complete this flex day during the designated time noted in section 7.2.1 above, he/she will be deducted one (1) sick day from his/her sick leave account. If a serious, extenuating circumstance arises, the employee may request an exception to 7.2.1 above to the Assistant Superintendent, Human Resources or his/her designee to complete this flex day at another time during the school year.

7.3 Mid-Year Staff Development Days

The District and the Association shall collaboratively plan the agendas. Planning for the two (2) mid-year staff development days shall include the following:

7.3.1 Two (2) mid-year staff development dates in accordance with Section 27.2 shall be jointly selected and agreed to by the Association and District Bargaining Teams to adhere to the Unit Members' needs for staff development and professional growth.

7.3.2 Each staff development day agenda shall be mutually discussed, developed, and agreed to by the parties, per section 7.3.1 above.

7.3.3 Each staff development day shall include time for participants to process and engage with the material, to plan using the new information, and to reflect (individually and collectively) in order to gain and build upon new information presented.

#### 7.4 Posting of Summer School Positions

- 7.4.1 The District shall identify tentative assignment needs for Summer School as early as possible.
- 7.4.2 The District shall post notices of summer school vacancies at all schools, allowing for an appropriate application period of at least ten (10) working days.

#### 7.5 Selection of Summer School Positions

- 7.5.1 Summer school assignments shall be determined by the District based upon ~~teacher~~ application, appropriate credentials, satisfactory evaluations in the year prior to the summer school assignment, and experience or training in the ~~teaching~~ assignment to be offered during the summer. ~~in accordance with the following:~~
- 7.5.2 If all criteria in 7.5.1 are determined to be equal, preference shall be given to permanent employees.
- 7.5.3 If all criteria in 7.5.2 are determined to be equal, preference shall be given to the ~~teacher~~ applicant who ~~has not taught~~ was not employed during the previous summer session.
- 7.5.4 If all criteria in 7.5.3 are determined to be equal, preference shall be given to the applicant with the greatest number of years of District service.
- 7.5.5 If all criteria in 7.3.4 are determined to be equal, the District shall make the final selection of Summer School applicants.
- 7.5.6 Upon request, a ~~teacher~~ an applicant will be told why ~~their~~ his/her summer school application was denied.
- 7.5.7 Summer School assignments shall only be offered to ~~candidates~~ applicants from outside the District if a summer school assignment cannot be filled from existing staff.