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GOMPERS PREPARATORY ACADEMY

The following proposal by GPA is made without prejudice and GPA reserves the right to add, modify, or delete any or all proposals, and/or open articles of the contract during the negotiation process with the employee organization.

ARTICLE 9. HOURS OF EMPLOYMENT

GPA Counter Proposal Passed February 10, 2020 [Part of a Package with Articles 6 Discipline, 7 Employment Status and 10 Wages]

SDEA Counter Proposal Passed November 22, 2019 [Part of a Package with Articles 6, 7, 10 and 14]

SDEA Proposal Passed July 9, 2019

GPA Proposal Passed July 9, 2019

9.1 Work Year

In order to best serve students, families, and the community, GPA shall annually establish a calendar of school start/end days, early release days, staff development and teacher preparation days, intercession days, school-wide events, and holidays. GPA will make adjustments based on the diverse needs of students, families, and the community.

9.1.1 Work Year. Unit members will work two hundred and five days per year. There are four different calendars to accommodate the diverse needs of GPA students (A, B, C, D). Except as set forth below, full-time unit members will be assigned 205A calendar or 205B calendar at the beginning of each work year. Full-time unit members hired after July 1st may be assigned 205D calendar.

9.1.2 Special Assignment Work Year. Unit members on special assignment may be assigned to work a different work year calendar at the discretion of GPA, and with the consent of the affected unit member(s). Special assignment calendars will be determined annually based on the needs of GPA. The calendar of work days will be assigned according to specific roles of the unit member on special assignment and may vary year to year.

9.1.3 Visual and Performing Arts (VAPA) Department. Unit members in VAPA may be assigned to work a different work year calendar at the discretion of GPA. VAPA work year calendars will be determined annually based on the needs of GPA. The calendar of work days will be assigned according to the specific role of the unit member and may vary from year to year.

9.1.4 Counselors. At its discretion, GPA may assign the 205C calendar to a unit member assigned in a counseling role.

9.1.5 Substitutes On Call (SOC). There is no standard work year calendar for SOC unit members. SOC unit members have no guaranteed number of

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work days during the work year. SOC unit members are assigned work days at the discretion of GPA with SOC unit members' consent.

9.2 Work Hours

9.2.1 Work Day

9.2.1.1 Standard Work Day. Unit members are expected to be at school at least eight hours the school each work day, even on non-instructional days, duty for a minimum of thirty minutes pursuant to a schedule set by GPA. As professional exempt employees, it is understood that work is likely required beyond the hours set forth herein in order for each unit member to adequately fulfill his or her duties.

9.2.1.2 Special Assignment. Work hours for unit members designated as being on a special assignment may vary at the discretion of GPA based on the needs of GPA. Unit members may be assigned a special assignment at the discretion of GPA, and with the consent of the affected unit member. Special assignments are determined annually based on the needs of GPA. Work hours will be assigned according to the specific role of the unit member on special assignment and may vary from year to year.

9.2.1.3 Visual and Performing Arts (VAPA) Department. Work hours for unit members in the VAPA department may vary for performances and special events at the discretion of GPA based on the needs of GPA. Work hours will be assigned according to specific roles of the unit member and may vary from year to year.

9.2.1.4 Counselors, Speech Pathologist, Psychologists. Work hours for counselors, speech pathologists and psychologists may vary based on the needs of students and GPA. Work hours will be assigned according to specific roles of the unit member and may vary from year to year.

9.2.1.5 Substitutes On Call (SOC). There is no standard work day for SOC unit members. SOC unit members have no guaranteed number of work hours during the work year. SOC unit members are assigned work hours at the discretion of GPA with SOC unit members' consent.

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- 9.2.2 Meal Break. Full-time unit members will have a 30 minute meal period each work day, except in an emergency, during inclement weather, during special events (e.g. honor roll, spirit week, the week before student vacations, etc.) or when coverage (including but not limited to substitute teaching or supervision coverage) is otherwise needed.
- 9.2.3 Teaching Schedule. During a work day, full-time teachers of record will have 5 periods of instruction and 1 period of conference/preparation time. Conference/preparation time may only be used for GPA-related activities.
- 9.2.4 Meetings/Special Events. Unit members will attend meetings and special events as part of or in addition to the work day, including but not limited to:
- 9.2.4.1 Grade level, department and professional development meetings, as assigned.
- 9.2.4.2 Parent-Teacher Conference, Student Intake/ Re-entry meetings, IEP meetings, SST and 504 meetings as assigned.
- 9.2.4.3 Open House, Convocation, Commitment Day and Experience GPA (6th grade teachers only and assigned unit members), Book Fair, College Class, Freshman Orientation (9th grade teachers only and assigned unit members), Senior Activities (12th grade teachers only and assigned unit members), and AP Training Program, AP Parent Meeting and AP Study Sessions as needed, requested or assigned.
- 9.2.5 Active Supervisory Time. During the work day, all unit members will perform student supervision duties as assigned. During this time, unit members will actively supervise students. Supervision schedules will be assigned and communicated by GPA. GPA retains the power and authority to direct, lead, and control supervision responsibilities and assignments according to the needs of the organization.
- 9.2.6 Tutoring. Full-time unit members who are teachers of record will provide a minimum of 45 hours of tutoring per week, according to a schedule to be approved by GPA. ~~Tutoring hours will be scheduled in conjunction with the work day or as otherwise mutually agreed by GPA and the unit member.~~

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9.2.7 Class Coverage Pay

9.2.7.1 Unit members who are assigned to cover a class period during their conference/preparation period shall be paid Fifty Dollars per period as additional compensation.

9.2.7.2 Any unit member who desires to be considered first when class coverage is needed may sign up with Human Resources at any time during the school year. These unit members will be listed on a roster and GPA will consider them for coverage duty on a rotating basis subject to schedule and suitability prior to assigning the coverage to a unit member not on this roster. Any unit member can be called upon to provide coverage when necessary and will be obligated to cover the assigned period.