

he/she believes to be most qualified.

3. Summer School staff shall be entitled to one (1) sick leave day with pay during each summer session. This shall apply to secondary and elementary school teachers.
4. Teachers shall be paid on a pro-rated basis depending on the number of classes taught (three [3] classes considered the basis for pro-ratio). Elementary Summer school teachers shall be pro-rated in the same manner. Teachers in the Elementary Summer School, since they teach five (5) weeks instead of seven (7), shall be paid five-sevenths (5/7) of their appropriate salary according the schedule in Appendix "I."

ARTICLE X CLUBS & ADVISORS

- A. Appendix "F1" annexed hereto contains the salary guide for active clubs/advisors. Appendix "F2" annexed hereto contains the salary guide for inactive clubs/advisors. The appendices may be revised upon mutual agreement between the District and the Association. No additions, deletions, or corrections to the appendices can be made without such mutual agreement and Board approval.
- B. The stipend percentage provided for in Appendix "F1" and "F2" is that of a unit member's salary. Should the application of the percentage to the base salaries produce a smaller rate of pay for a teacher than he/she is currently receiving, the salary shall not be lowered.
- C. The frequency of student contact shall be determined by the type of club as follows:

Type	Student Contact Frequency
Academic	2x to 3x average per month and events
Activity Driven	Varies based upon need and activity must be completed
Interest	1x to 3x average per month
Performance	1x to 3x average per month during performance season
Service	1x to 3x average per month

- D. In reference to active clubs/advisors as listed in Appendix "F1":
 1. Events, performances, competitions, activities, and fundraisers can take place during and/or after school and on weekends.
 2. Each club advisor will submit a complete club charter to a building administrator for approval before the club begins.
 3. There shall be mutual agreement on the club charter any change must be agreed upon by both parties.

4. The District shall perform a year end evaluation of all active clubs/advisors. There shall be mutual agreement between the Association and the District as to procedure of evaluations and the evaluation forms used.
 5. In the event that the advisor cannot complete the full term, the stipend will be prorated based upon actual number of days completed out of the total month(s) obligation to be rounded up (16th through the 31st of the month) or down (1st through the 15th of the month).
 6. In the event that a unit member assumes the advisor position at a time other than the start of the school year, the stipend will be prorated based upon actual number of days completed out of the total month(s) obligation to be rounded up (16th through the 31st of the month) or down (1st through the 15th of the month).
 7. Ten (10) month club meetings with students can begin either in September or October based on the needs of the individual club.
 8. Advisors must take attendance at each student meeting or student event.
 9. Advisors may, at the start of the school year, choose between two (2) payment options: (a) Four (4) equal payments throughout the year; or (b) one (1) payment at year end. One (1) payment at year end shall be the default method of payment if no payment method is selected at the start of the school year.
- E. In reference to inactive clubs/advisors as listed in Appendix "F2":
1. Inactive clubs can be made active by District Administration at the beginning of the school year.
 2. Inactive clubs will be assigned a "type" and number of months when changed to active status. The determination of the type and number of months of clubs shall be made upon mutual agreement between the District and the Association. Advisors for inactive clubs that are subsequently changed to "active" status will be compensated at the percentage in Appendix "F2", unless mutually agreed upon between the District and the Association.
- F. Any club requirement can be waived at the sole discretion of District Administration. Additionally, the decision to run a club is at the sole discretion of District Administration.