

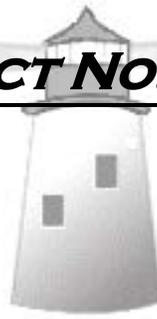
# AVOCA SCHOOL DISTRICT No. 37

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February 28, 2018

To: Board of Education

From: Kevin Jauch, Superintendent

Re: Summer Professional Activities

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In accordance with section 8.10 of the teachers contract, within the first two weeks of April the administration informs the teaching staff of how many Summer Professional Hours will be available for their use. The majority of the Summer Professional Hours are tied directly to district needs, which are best addressed during the summer. Examples of these include strategic plan work, technology transitioning, English Learner screenings and special education intake staffings. After the administrative team allocates hours to essential summer projects, the remaining hours are then distributed.

Those hours are allocated to each school and department for more discretionary projects. In order for a teacher to be approved for these discretionary hours, they complete an application which is then reviewed by the administrators who govern those hours directly. Those projects are typically teacher or grade level specific and are most often set aside to enhance the teacher's current curriculum.

It had been the district's precedent to budget for 1000 Summer Professional Hours each year. The amount of summer hours applied for is always more than the amount of hours which are paid. This is because it can be difficult for all of the teachers' in a group to get their schedules to align, or some projects may be completed in less time than allocated. In 2015, based upon the number of hours the staff had actually been using, and in response to efforts to rein in spending, we decreased the number of Summer Professional Hours allocated to 900 hours. We have been at 900 hours for the last three years.

I am recommending that we decrease that allocation to 875 hours. We have several important curricular projects to work on this summer, but I believe that we can meet those needs with this 2.7% reduction in hours. Because the pay rate for professional hours has increased since last summer, mathematically this is only a 2.7% cut in hours, but the financial allocation is almost the same as the summer of 2017.