



**Division of Human Resources**  
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SUMMER SCHOOL  
FREQUENTLY ASKED QUESTIONS

**EMPLOYMENT**

- Q: What qualifies a teacher to teach CLDE courses during summer school?  
A: Similar to the regular school year, a summer school CLDE teacher should hold a CLDE endorsement on their Colorado Teaching License or have completed the APS professional learning for APS' Condition for Employment requirement.
- Q: Will summer school positions be posted for external candidates to apply?  
A: The preference is to hire internal candidates for summer school. In the event positions cannot be filled internally, positions may be posted for external candidates to be considered/hired.
- Q: Can a teacher who is resigning at the end of this school year still be able to teach summer school?  
A: Yes, a teacher who resigned from APS at the end of the 2020-21 school year may serve as a summer school teacher.
- Q: I have a teacher that is being hired to start the 2021-22 school year. Are they able to work summer school?  
A: Yes, a new hire for the 2021-22 school year may serve as a summer school teacher; paid at \$30/hr.
- Q: Can counselors be used as substitutes for summer school?  
A: Individuals schools are expected to identify and hire staff to serve as substitutes. This may include counselors and/or other licensed staff for teaching roles.
- Q: Can we also use Kelly Education substitutes to cover classes if needed?  
A: The district automated substitute system will not be available for use. Schools are encouraged to identify one or two substitutes who will be available during Summer School. In support of APS' Summer School Program, Kelly Education has created a pool of substitutes who are available to support.
- Q: We have a classified employee that works year-round. S/he has a lot of vacation days. Can they take vacation days and also be paid to cover the summer school position?  
A: No, a 12-month (year round) employee may not take paid vacation time and then work summer school.
- Q: Can we hire a Classroom Monitor to work Summer School?  
A: Classroom Monitor were created and staffed for the traditional school year and are not included as a Summer School allocation. However, an individual currently serving as a Classroom Monitor may be hired to serve as a Summer School paraeducator.

**COMPENSATION**

- Q: Do I need to complete 2 Agreements for Services for anyone working summer school (one through June 30, and the other from July 1-8)?  
A: Due to the summer school session extending into the 2021-22 fiscal year, summer school staff will need two agreements – one for the 2020-21 fiscal year and one for the 2021-22 fiscal year. The Agreement for Services system for 2021-22 will be available in May.

Q: What are the rates of pay for summer school?

A: Rate of compensation for Summer School are as follows:

Classified Staff Positions (Facilitators, Paras, Clerks) – Compensated at the Classified employee's regular hourly rate of compensation during the 2020-21 school year.

Licensed Positions (Teachers) - Compensated at the Licensed employee's regular hourly rate of compensation during the 2020-21 school year. New staff hired for 2021-22 would be compensated at \$30/hr. Non-contracted APS employees would be compensated at \$135/day.

Site Administrators:

Principals

- Elementary Principals (210-day Work year) - Compensated at the employee's regular hourly rate of during the 2020-21 school year for days works after June 14, 2021
- K-8, Middle and High School Principals (261-day Work year) – No additional compensation, as the summer school session occurs during the regular work year.

Assistant Principals

- Elementary Assistant Principals (205-day Work year) - Compensated at the employee's regular hourly rate of compensation during the 2020-21 school year for days works after June 7, 2021 if serving as the site administrator at the current school of assignment.
- K-8, Middle and High School Assistant Principals (210-day Work year) - Compensated at the employee's regular hourly rate of compensation during the 2020-21 school year for days works after June 14, 2021 if serving as the site administrator at the current school of assignment.

Summer School Principal Interns

- Licensed staff and Assistant Principals who apply and are accepted to serve as a Summer School Intern will be compensated based on the school level of assignment:
  - Elementary Schools - \$52/hr.
  - K-8/Middle Schools - \$55/hr.
  - High Schools - \$59/hr.

Q: If a teacher is hired into a summer school classified position, are they paid their regular per diem/hourly rate?

A: No, a teacher would not be paid their hourly rate to serve as a paraeducator. Based on the classified salary structure, we would establish an hourly rate for a teacher to serve in a classified role. For example, if a second year teacher wanted to serve as a para during summer school, they would be placed at Step B of the salary range for a paraeducator.

**INSTRUCTIONAL**

Q: What is the start date and end date for summer school?

A: Dates for Summer School are as follows:

Elementary

- Teachers and Administrators – June 1 through July 9, 2021
- Classified Staff – June 7 through July 8, 2021
- Students – June 9 through July 8, 2021

Middle School

- Teachers and administrators – June 1 through July 8, 2021
- Classified Staff – June 1 through July 8, 2021
- Students – June 2 through July 8, 2021

High School

- Teachers and Administrators – June 1 through June 30, 2021

- Classified Staff – June 1 through June 30, 2021
- Students – June 3 through June 29, 2021